

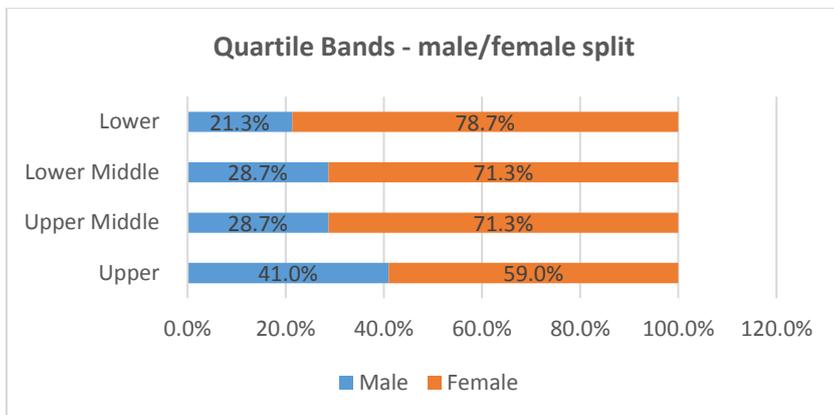
## Gender Pay Gap Reporting 2017

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, New College has a legal duty to report on gender pay.

The college's gender pay gap for the snapshot period of 31 March 2017 is:

<b>Mean</b> gender pay gap	11.8%
<b>Median</b> gender pay gap	29.7%
No <b>bonus</b> payments were made during the snapshot period.	

Proportion of males and females in each **quartile band**



Note that the New College population is 70% female.

- The **mean** hourly rate of pay for all male full pay relevant employees is £22.28
- The **mean** hourly rate of pay for all female full pay relevant employees is £19.64
- The **median** hourly rate of pay for all male full pay relevant employees is £22.42
- The **median** hourly rate of pay for all female full pay relevant employees is £15.74

New College reviews all of its policies and practices to ensure that discrimination does not occur and are confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK as a whole, men are more likely than women to be in senior roles, especially very senior roles at the top of organisations, while women are more likely than men to be in front line roles at the lower end of the organisation. Many women take time out of the labour market and work part time because of unequal sharing of care responsibilities which affects career progression.

The pattern from the UK economy as a whole is reflected in the makeup of New College's workforce where many of the front line support roles are held by women and proportionally more men hold senior roles.

## Comparison with UK national average and education sector

The UK's median gender pay gap is currently 19.2%, the education sector median is 25.7%. At 29.7%, New College's median pay gap is close to the sector average.

	New College Swindon	Education Sector	National Average
		2015 ONS Annual Survey of Hours & Earnings	
<b>Median gender pay gap</b>	29.7%	25.7%	19.2%

In addition, the ONS report that the UK gender pay gap for employees aged over 40 remains significant at 25.5%, the college's median age is currently 46.

## Closing the gender pay gap at New College – Action Plan

New College is committed to continuing to do everything that it can to reduce the gap.

There is rigorous oversight by the HR function at the college to ensure that there is no gender bias in any recruitment and selection or career promotion process.

Staff with caring responsibilities are well served at New College with options including flexible working patterns, part time and term time contracts, one year career breaks, salary sacrifice child care vouchers and a nursery offering a 5% discount near the main site. In particular the rate of return after maternity leave is high with contract flexibility available.

As part of the college's promotion of equal opportunities and the zero tolerance approach to gender bias, Equality and Diversity training is a mandatory part of the new staff induction for all new employees.

### The college's current action plan to close the gender pay gap includes

- a detailed assessment of starting salaries backed up with tracking and monitoring for all new staff in order to inform negotiations
- a review of the college's Pay and Grading Policy and Procedure
- a review of the college's pay scales
- complying with 2017 statutory regulations on pay audits

### In addition we will

- further promote family friendly flexible working opportunities to encourage both male and female staff with caring responsibilities to discuss arrangements which will not inhibit career progression
- consult with unions and staff representative groups as part of a review of the family friendly policies

### Focus on the next generation

- Equality and Diversity is embedded into all study programmes and apprenticeship programmes as well as the tutorial programmes, promoting equal opportunity and dispelling gender stereotypes
- The college in its work with local school partnerships, will continue to raise young people's awareness of the different career opportunities available, to help dispel any misperceptions and stereotypes



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