

NEW COLLEGE SWINDON – GENDER PAY GAP REPORTING 2021

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

Gender Pay Gap at New College:

- Mean decreasing from 2020 from 15.89% to 12.79% (3.10 percentage points)
- Median pay gap increasing from 2020 from 11.87% to 14.41% (2.54 percentage points)

The college's gender pay gap for the snapshot period of 31 March 2021 is therefore reported as:

Mean gender pay gap	12.79%
Median gender pay gap	14.41%
No bonus payments were made during the snapshot period.	

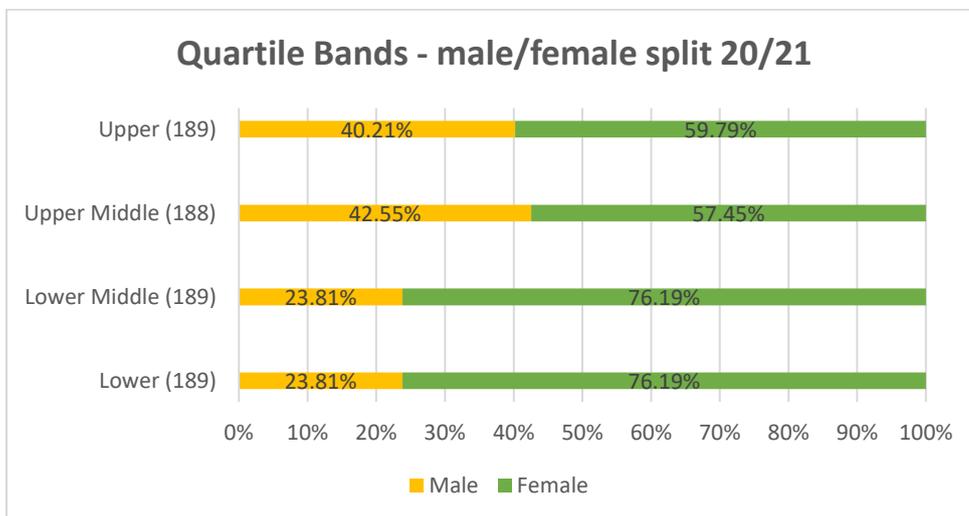
Mean Hourly Rates

- The **mean** hourly rate of pay for all male full pay relevant employees is £20.26
- The **mean** hourly rate of pay for all female full pay relevant employees is £17.67

Median Hourly Rates

- The **median** hourly rate of pay for all male full pay relevant employees is £17.63
- The **median** hourly rate of pay for all female full pay relevant employees is £15.09

Proportion of Males and Females in each Quartile Band



Note that the New College workforce is 67% female (72% in the previous reporting year).

It is important to note that since the last reporting period, New College Swindon has merged with Swindon College which had the following reported figures for the snapshot period of 31 March 2020:

- Mean gender pay gap 13.92%
- Median gender pay gap 17.10%

At the time of reporting Swindon College's workforce was 65% female

Quartile Band Comparison 2019/2020 – 2020/2021

	Reporting Year	Men	Women
Upper Quartile	2019/2020	37.78%	61.22%
	2020/2021	40.21%	59.79%
Upper Middle Quartile	2019/2020	27.03%	72.97%
	2020/2021	42.55%	57.45%
Lower Middle Quartile	2019/2020	20.41%	79.59%
	2020/2021	23.81%	76.19%
Lower Quartile	2019/2020	24.49%	75.51%
	2020/2021	23.81%	76.19%

Closing the Gender Pay Gap at New College – Review of Action Plan and our continuing journey

Our previous action plan to narrow the gap has been reviewed and updated and includes:

- a detailed assessment of starting salaries for all new staff in order to inform pay considerations
- annual review of the college’s pay scales
- further promotion of family friendly flexible working opportunities to encourage both male and female staff with caring responsibilities to discuss arrangements which will not inhibit career progression

New College reviews all of its policies and practices to ensure that discrimination does not occur and is 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.

Comparison with UK National Average

The UK’s median gender pay gap is currently 15.4%, at 14.41%, New College’s median pay gap is below the UK and historical sector average.

	New College Swindon	National Average
		2021 ONS Annual Survey of Hours & Earnings
Median gender pay gap	14.41%	15.4%

In addition, the ONS report Annual Survey of Hours and Earnings 2021 highlights that the UK gender pay gap for employees aged over 40 is significantly higher than for younger age groups; during the academic year of reporting (March 2021), the college’s average age was 48.

New College Swindon is committed to continuing to do everything it can to reduce the gap. There is rigorous oversight by the HR function 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 Swindon with options including flexible working patterns, part time and term time contracts and one year career breaks. In particular the rate of return after maternity leave is high with contract flexibility and for some roles, working from home is 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 and refresher training takes place in a three year cycle.

Carole Kitching
Principal & Chief Executive
March 2022