

NEW COLLEGE SWINDON – GENDER PAY GAP REPORTING 2023

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 increasing from 2022 from 14.24% to 16.33% (2.09 percentage points)
- Median pay gap increasing from 2022 from 33.52% to 33.79 % (0.27 percentage points)

The college’s gender pay gap for the snapshot period of 31 March 2023 is therefore reported as:

| | |
|--|--------|
| Mean gender pay gap | 16.33% |
| Median gender pay gap | 33.79% |
| No bonus payments were made during the snapshot period. | |

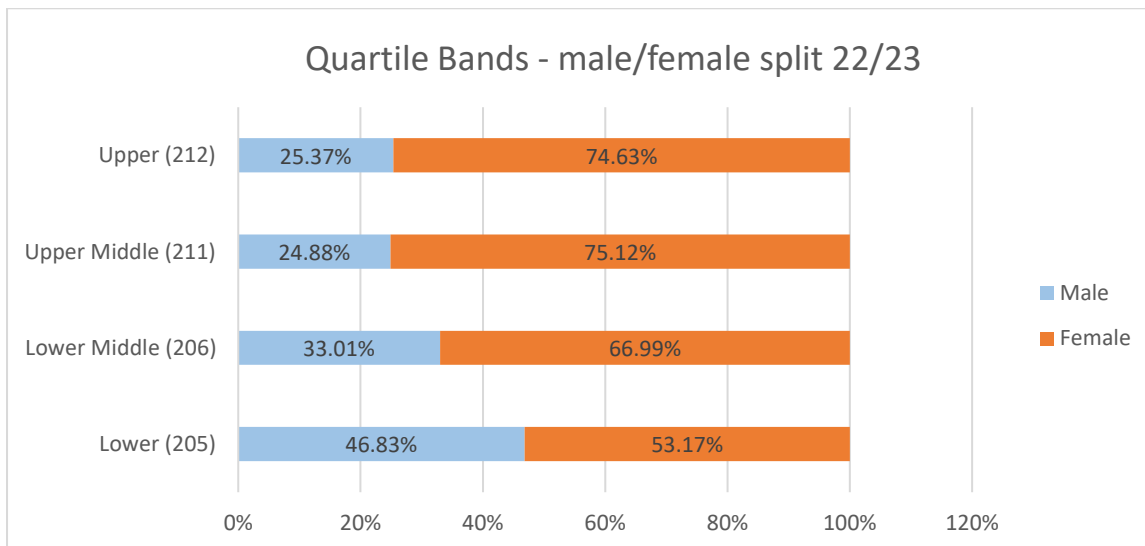
Mean Hourly Rates

- The **mean** hourly rate of pay for all male full pay relevant employees is £24.36
- The **mean** hourly rate of pay for all female full pay relevant employees is £20.38

Median Hourly Rates

- The **median** hourly rate of pay for all male full pay relevant employees is £24.74
- The **median** hourly rate of pay for all female full pay relevant employees is £16.38

Proportion of Males and Females in each Quartile Band



Note that the New College workforce is 67% female (66% in the previous reporting year).

| | Reporting Year | Women | Men |
|------------------------------|----------------|--------|--------|
| Upper Quartile | 20/21 | 59.79 | 40.21 |
| | 22/23 | 51.89% | 48.11% |
| | 23/24 | 74.63% | 25.37% |
| Upper Middle Quartile | 20/21 | 57.45 | 42.55 |
| | 22/23 | 64.93% | 35.07% |
| | 23/24 | 75.12% | 24.88% |
| Lower Middle Quartile | 20/21 | 76.19 | 23.81 |
| | 22/23 | 72.17% | 27.83% |
| | 23/24 | 66.99% | 33.01% |
| Lower Quartile | 20/21 | 76.19 | 23.81 |
| | 22/23 | 74.41% | 25.59% |
| | 23/24 | 53.17% | 46.83% |

Comparison with UK National Average

The UK's median gender pay gap is currently 14.3%

| | New College Swindon | National Average |
|------------------------------|---------------------|--|
| | | 2022 ONS Annual Survey of Hours & Earnings |
| Median gender pay gap | 33.79% | 14.30% |

New College Swindon is committed to reducing inequalities in pay where these exist. There is rigorous oversight by the People Operations team to ensure that there is no gender bias in any recruitment, selection or career promotion processes.

Leah Palmer
Principal & Chief Executive
March 2024