



GENDER

PAY GAP REPORT

APRIL 2023

CONTENTS

What is a gender pay gap?	3
Understanding our gender pay gap	4-5
What does it show us?	5
Quartile Summary	6-8
Further Actions	8



WHAT IS A GENDER PAY GAP?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers like the College to report on our gender pay gap.

Calculating and analysing our gender pay gap provides a lens on our progress towards gender equality at the College; the balance of male and female colleagues at different pay grades; and how effective we are at nurturing and rewarding talent.

To note, the gender pay gap is separate from equal pay:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. This is a legal requirement.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

NewVic is an equal pay employer and it is clear that we act in line with equal pay legislation. Additionally, however, we are committed to tackling and eliminating our gender pay gap. Under current requirements for gender pay gap reporting. It is also worth noting when reviewing the findings that salaries at the College are determined through harmonised pay scales for teaching and support staff in Sixth Form Colleges. This forms the basis of our pay structure which is a collection of wage grades, levels or bands that link related jobs within a hierarchy or series.

Therefore, the College pays the same salary to roles of equal weight. The Pay scales determine the pay and not the post holder. It makes no reference to ethnicity or any other personal characteristics of existing or potential job holders.

For the purpose of this report, we have used the terms 'gender', 'men' and 'women', although we understand that, for some people, this will be referring to their biological sex. However, at the College we appreciate that sex is more complex than simply 'male' and 'female', and gender can be more complex than 'men' and 'women'. There are colleagues who identify in a different way, for example non-binary people. We are also aware that some people's gender identity does not align with the sex they were assigned at birth.

This report is based on the best data we have available based on the migration of the legacy HR system.

We are also required to report on bonus pay, and during the 2023 reporting period, no bonus payments were made to any NewVic employees.

UNDERSTANDING OUR GENDER PAY GAP

As of April 2023, our mean gender pay gap is 1.93% in favour of men, (down from 6.48% the previous year). The median figure is 0.67%, which is well below last year's figure of 11.39% and the national average of 14.3%. <https://www.statista.com/statistics/280710/uk-gender-pay-gap/>

Average Hourly Rate of Pay

Gender	Mean	Median
Female	26.48	26.76
Male	27.00	26.94

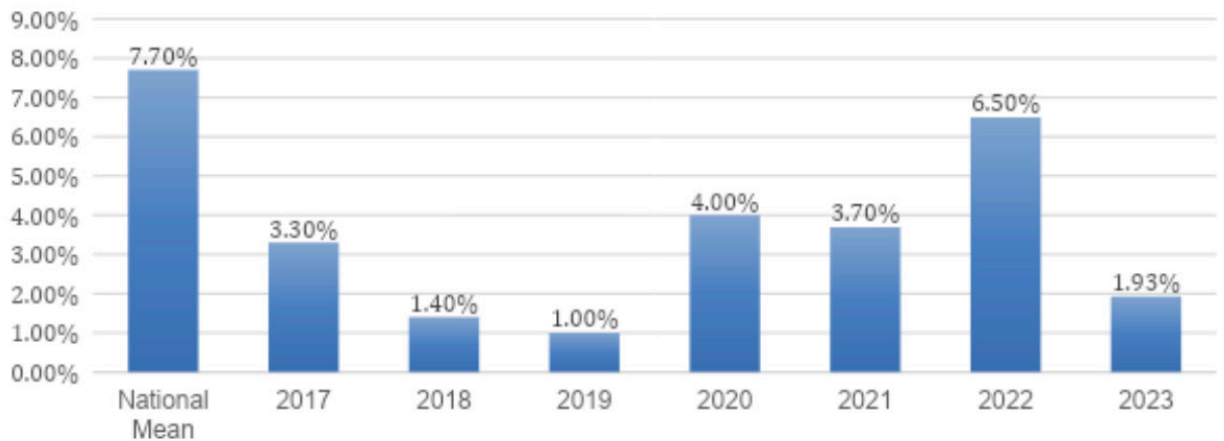
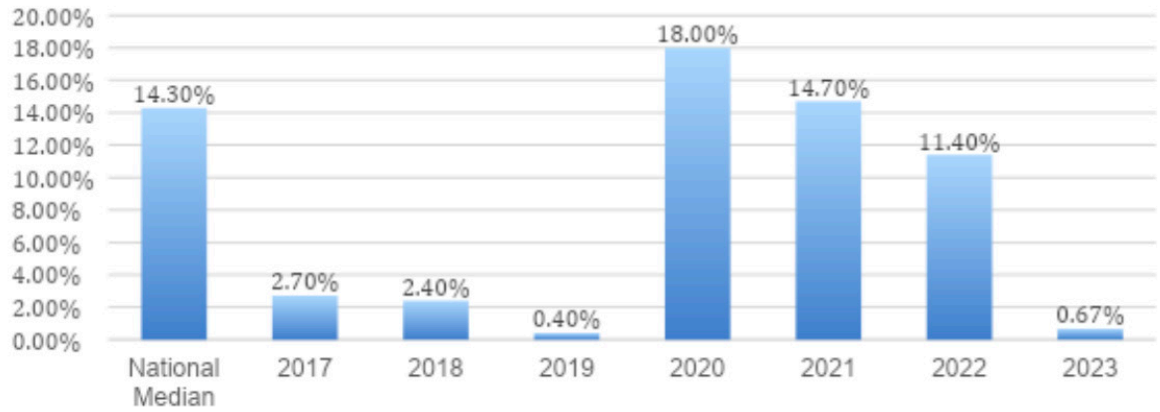
The median gender pay gap is the percentage difference between the midpoints in the ranges of hourly earnings of female and male employees. These ranges are created by taking the hourly wages for employees and lining them up from lowest to highest. The middle wage in each case is then chosen for comparison.

The College does not make bonus payments and as such, are not relevant and have not been undertaken.

Whilst this does still mean our male colleagues are paid slightly more than our female colleagues, it is positive news when compared to the national average of 7.7%. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023> This represents the difference between the average salaries of females and males across our total workforce.

The above figures show that significant progress has been made in reducing both figures over the last year and provide evidence that the measures we are putting in place are working extremely well.

NewVic vs National Gender Pay Gaps

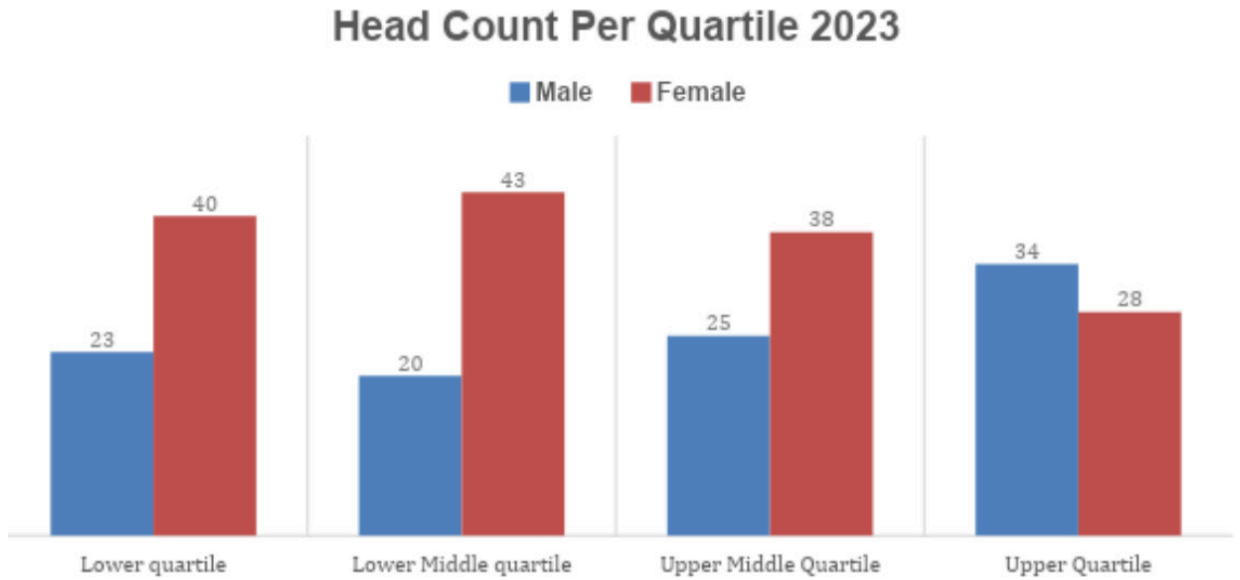


WHAT DOES IT SHOW US?

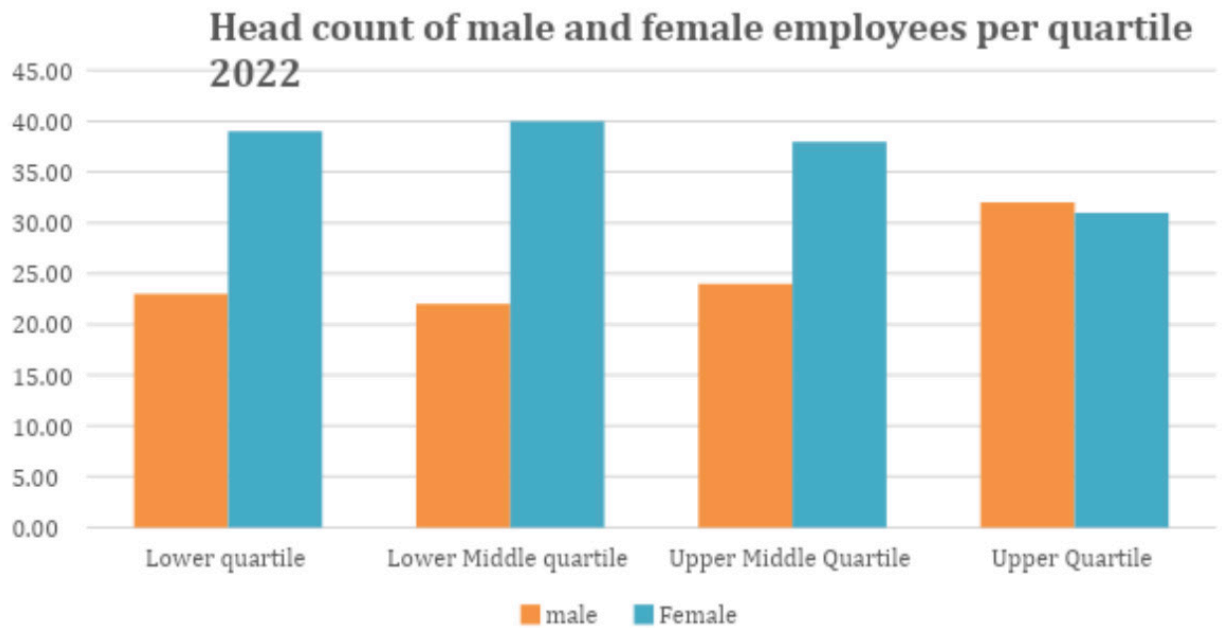
An analysis of our gender pay gap by quartile has helped to identify the key drivers behind the gender pay gap at NewVic. A pay quartile shows the percentage of men and women in 4 equally-sized groups, ranked from highest to lowest hourly pay.

QUARTILE SUMMARY

Number of men and women per quartile pay band

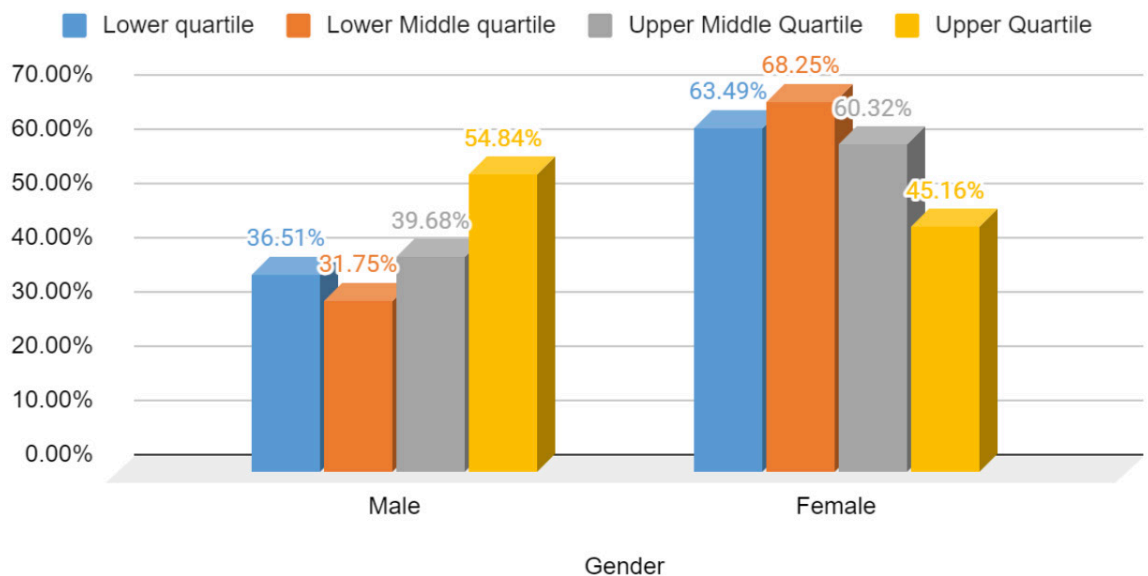
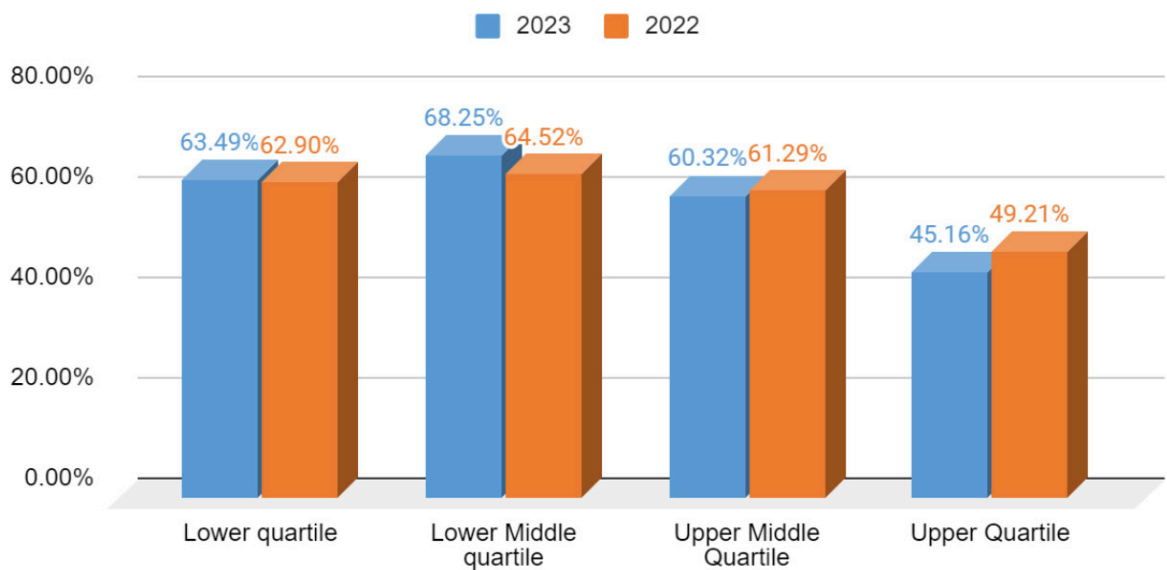


This graph splits total pay into four quartiles. Women form the majority across all four quartiles, but the proportion of women is highest in the lower middle quartile.



The graph below divides staff pay amounts into four quartiles and presents the percentage of women within each of these quartiles. With the exception of the upper quartile there has been an improvement in the quartiles in terms of narrowing the gender pay gap. The main movement is in the lower middle quartile and the upper quartile for both men and women. However, the data shows that there are now slightly fewer males in the lower middle quartile and slightly fewer women in the upper quartile.

Trend - Percent of Women by Pay Quartile



Key driver 1: There is a higher proportion of men than women in the upper quartile. NewVic's workforce is predominantly female (60%) but the proportion of the male workforce in the upper quartile at 54.84%. This is one of the key elements affecting our gender pay gap at this stage, and is therefore an area of continued focus in our action plan.

Key driver 2: The representation of women in the lower quartiles have slightly increased while our overall gender split remained roughly the same 60:40. It is recommended that a review of the job profiles and grades are reviewed in lower quartile.

FURTHER ACTIONS

Ensure that our pay structures are fair and do not disadvantage women at the lower end of the salary pay bands. To review and evaluate the lower banded staff.