**Gender Pay Gap Report**

**Introduction:**

The college is required to submit its annual Gender Pay Gap Report to the Government by 05 October 2021 (due to the COVID19 extension arrangements) regarding its gender pay gap data for 2019/2020 and actions planned to address this during 2021.

**Overview**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into effect on 31 March 2017; it requires public sector authorities with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

West Nottinghamshire College (WNC) is at the core of the West Nottinghamshire College Group and incorporates two separate legal entities, West Nottinghamshire College and Vision Business Support Services (VBSS). The Regulations require each separate legal entity (i.e. the employer) with at least 250 employees within a group structure at the end date of each reporting year to calculate and publish separate reports. Although VBSS independently falls outside of this legal requirement, it is included.

The legislation requires WNC (as a relevant employer of WNC and VBSS) to publish its statutory calculations, which is based on a combined headcount of 688 people as at 31st March 2020.

**What is gender pay reporting?**

It is important to recognise that gender pay reporting is not the same as equal pay. Equal pay is ensuring equal pay for equal work, whereas gender pay reporting is comparing hourly rates of pay and any bonuses employees may receive by their gender and help identify any imbalance.

Based on the results, steps will be taken to address and/or close any significant gaps that are identified.

Our pay gap information for 2019/2020 is detailed below

These figures are calculated using the three standard methodologies laid out in legislation.

**Published mean and median information (31 March 2020)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | Male | Female | Gap | Percentage |  |
| Mean hourly rate | **£15.80** | **£13.29** | **£2.51** | **15.88%** |  |
| Median hourly rate | **£16.70** | **£12.02** | **£4.68** | **28%** |  |

**Total employees – salary quartile bands (31 March 2020)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | Lower | Lower- middle | Upper-middle | Upper |
| Male proportion | **23.66%** | **25.41%** | **36.76%** | **50.54%** |
| Female proportion | **76.34%** | **74.59%** | **63.24%** | **49.46%** |

**Published bonus information (31 March 2020)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | Male | Female | Gap | Percentage |
| Mean bonus | **N/A** | **N/A** | **N/A** | **N/A** |
| Median bonus | **N/A** | **N/A** | **N/A** | **N/A** |
| Proportion receiving a bonus | **N/A** | **N/A** | **N/A** | **N/A** |

NB: Bonus payments are not recognised.

**Summary**

The main reasons for our organisation’s gender pay gap are as follows:

* There are 239 male and 449 female employees across the organisation. All roles within the college are aligned to a pay structure with grades and bandings. Each role is job evaluated and assigned a grade within a specific salary banding which is applied to both male and female employees appointed to a particular role.
* 60.8% of our female employees work part-time, compared to 33.89% of our male employees.
* A higher proportion of women than men are employed in roles that are paid within the lower bands of the salary structures. The lower paid roles include cleaners and catering assistants, which, as in other organisations, are chiefly female dominated. The college has almost three times more women than men in these roles.
* Only 44.5% of roles which fall within the first pay quartile are part-time, whereas 77% of our 4th quartile work part-time. WNC is committed to attracting women into all roles. *(It should be noted that the college is open to flexible working, which includes term-time only contracts. These opportunities are particularly attractive to women, who are keen to work part-time and flexibly around their childcare needs and other responsibilities (e.g. managing school drop-off and pick-up times, holidays, caring commitments of adults).*
* WNC wherever possible, supports flexible working requests and alternative flexible working patterns alongside part-time and term-time only opportunities.
* There is a slightly higher proportion of our female employees within management roles. For this reporting period, 5.38% of our female employees hold management positions, compared to 3.05% of our male employees.
* No part-time roles exist at the levels of Head of Department/Service, senior management nor within its Executive team.
* Once more women in senior roles work part-time, they will become role models for others to feel confident they can do the same.
* WNC has reviewed its recruitment and selection processes and is re-launching a refresher course. There will be a focus on occupational gender stereotyping and unconscious-bias awareness training, to support new and current line managers and staff about the interventions needed to both change the stereotype attitudes and beliefs, and close this gender gap. Our aim is to encourage and develop staff – and students deciding and preparing for their future careers – to aspire and pursue careers in areas where their interests, talents and skills are.
* WNC continues to promote an open flexible approach to work and the important of being flexible in finding the best solutions for both the college and skilled staff. This creative approach has positively impacted responses to recruitment campaigns and supporting existing staff too, through life changes and circumstances. This has attracted and retained more people to regarding the college as a good employer the college where past traditional ‘working hours and shift patterns’ have been allowed to evolve, where this is possible and created promotion within the organisation too. This focused and flexible approach has greatly supported the college in its response to the COVID19 pandemic and the adaptability of all its existing and newly recruited staff.
* Our strategic plan and associated implementation plan provided the opportunity to focus on key areas such as talent management and succession planning into managerial and leadership roles. This work has also provided a platform for the personal and career development of our employees, whilst actively supporting development opportunities to all our female employees too, into the traditionally male dominated specialisms i.e. Construction & Engineering.

**Supporting statement**WNC has a mean hourly gender pay gap of 15.88% which is only slightly higher than the national average of 15.5% ([Office of National Statistics](https://www.ons.gov.uk/) – National Statistics Annual Survey of Hours and Earning (ASHE) 2020).

WNC remains committed to ensuring fairness, inclusivity and the equal treatment of all employees irrespective of protected characteristics and to upholding our organisational values and behaviours, as it recognises the value and benefits these bring to the college and the experience of its employees and students.



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