

Gender Pay Gap Report

Introduction:

The college is required to submit its annual Gender Pay Gap Report to the Government by 30th March 2025 regarding its gender pay gap data for 2024/2025 and actions planned to address this during 2026.

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, the VBSS data is included.

Therefore, the legislation requires WNC group (as a relevant employer of WNC and VBSS) to publish its statutory calculations, which is based on a combined headcount of 1008 people as of 31st March 2025.

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

Our pay gap information for 2024/2025 is detailed below.

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

Published mean and median information (31 March 2025)

| | Male | Female | Gap | Percentage |
|--------------------|---------------|---------------|--------------|--------------|
| Mean hourly rate | £17.53 | £15.96 | £1.57 | 9.83% |
| Median hourly rate | £15.94 | £15.24 | £0.70 | 4.59% |

Total employees – salary quartile bands (31 March 2025)

| | Lower | Lower-middle | Upper-middle | Upper |
|-------------------|---------------|---------------|---------------|---------------|
| Male proportion | 25.40% | 28.97% | 36.51% | 44.62% |
| Female proportion | 74.60% | 71.03% | 63.49% | 55.38% |

Published bonus information (31 March 2025)

| | 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 341 male and 666 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.
- A higher proportion of women than men are employed in roles that are paid within the lower bands of the salary structure. The lower paid roles include cleaners, administrators 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.
- Of the college management roles, 68% are women and 32% men. Of the total women at the college, 10.8% of females hold management positions compared to 9.6% of total men.
- 57% of our female employees work part-time, compared to 30.2% of our male employees.
- 71% of roles which fall within the first pay quartile are part-time, whereas 32.7% of our 4th quartile work part-time. *(It should be noted that we do have some women who work at these levels who are able to either work at home or work around school drop-off and pick-up times, thus lessening the need for part-time work.)*. WNC will continue to attract women into all roles
- One part-time roles exists at the level of Head of Department or within its Executive team. However we do have a higher percentage of women in management roles. We

do have home working and flexible working arrangements to lessen the need for part time working.

- WNC will wherever possible, support flexible working requests and alternative flexible working patterns alongside part-time and term-time only opportunities.
- WNC will review and continue to promote our flexible working procedure and make this accessible within our recruitment pages so that, wherever possible, it is referenced within our job adverts to attract people wanting promotion within the organisation or restricted by caring or other commitments from applying for these types of roles.

Supporting statement

WNC has a mean hourly gender pay gap of 9.83%.

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.

A handwritten signature in black ink that reads "S. Geeson". The signature is written in a cursive style with a large initial 'S'.

Sian Geeson

Director of Human Resources