

## Northampton College Gender Pay Gap Reporting

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations requires Northampton College, as a relevant public authority with 250 or more employees as at 31 March 2017, to publish details of its gender pay gap for the second year by 30 March 2019.

The information, which is based on the 'snapshot data' as at 31 March 2018, is published in accordance with the measures/definitions outlined below:

### Definitions

#### Mean gender pay gap

The difference between the mean (average) hourly rate of pay of male employees and that of female employees

#### Median gender pay gap

The difference between the median (mid-point) hourly rate of pay of male employees and that of female employees

#### Mean bonus gap

The difference between the mean (average) bonus paid to male employees and that paid to female employees

#### Median bonus gap

The difference between the median (mid-point) bonus pay paid to male employees and that paid to female employees

#### Bonus proportions

The proportions of male and female employees who were paid bonus pay during the relevant period

#### Quartile pay bands

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

### The difference between Equal Pay and Gender Pay Gap

Fundamentally, the principles of both gender pay gap reporting and equal pay are enshrined in reducing/removing pay differentials between male and female employees. However, it is important to note that they are distinct in nature. Specifically, **equal pay** deals with the pay differentials between men and women who carry out the same jobs, similar jobs or work of equal value. The **gender pay gap** is a measure of the difference between men and women's average earnings across an organisation, expressed as a percentage of men's earnings. According to the Office for National Statistics, the median (mid-point) gender pay gap in the United Kingdom for all employees, as at April 2018, was 17.9%.

### Northampton College's Gender Pay Gap Statistics

#### Mean (average) gender pay gap

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2018	13.99	14.94	6.3
31 March 2017	14.00	15.31	8.6

#### Median (mid-point) gender pay gap

<b>Snapshot Date</b>	<b>Female Hourly Rate of Pay</b>	<b>Male Hourly Rate of Pay</b>	<b>Difference (%)</b>
31 March 2018	11.97	14.29	16.2
31 March 2017	12.23	14.90	17.9

#### Mean (average) bonus gap

<b>Snapshot Date</b>	<b>Female mean bonus payment</b>	<b>Male mean bonus payment</b>	<b>Difference (%)</b>
31 March 2018	1147.77	906.98	-26.6
31 March 2017	1148.75	641.67	-79

#### Median (mid-point) bonus gap

<b>Snapshot Date</b>	<b>Female median bonus payment</b>	<b>Male median bonus payment</b>	<b>Difference (%)</b>
31 March 2018	1000.00	874.83	-14.3
31 March 2017	1000.00	500.00	-100

NB A positive figure denotes that women earn on average less than men and, conversely, a negative figure denotes that women earn on average more than men.

#### Bonus proportions

<b>Snapshot Date</b>	<b>Percentage of females who received bonus pay</b>	<b>Percentage of males who received bonus pay</b>
31 March 2018	3.7	8.2
31 March 2017	3.5	3.9

#### Quartile pay bands

<b>Snapshot Date</b>	<b>Top quartile</b>		<b>Upper Middle Quartile</b>		<b>Lower middle quartile</b>		<b>Lower quartile</b>	
	Female	Male	Female	Male	Female	Male	Female	Male
31 March 2018	66.1	33.9	60.9	39.1	68.4	31.6	81.1	18.9
31 March 2019	60.8	39.2	64.3	35.7	70.4	29.6	76.4	23.6

### **Analysis/Actions**

The College can report a year-on-year improvement in both the mean and median gender pay gap, although notes that it continues to strive for further improvement.

The principal reason for the mean and median gender pay gap, when considering the hourly rate of pay, is as a result of the proportion of females who occupy roles that offer flexibility and/or part time working opportunities, which speaks to the fact that women remain the main providers of care e.g. for children and relatives. As reported by the CIPD (Gender Pay Gap Reporting Guide – March 2017), women are over-represented in occupations such as catering and caring, and it is these roles, as reflected by the proportions in the College's lower quartile, which are flexible in nature (e.g. offer term time working) due to the College's business type. However, this does not equate to an

equal pay disparity, as women who carry out the same jobs, similar jobs, or work of equal value to men, receive an equivalent rate of pay.

In evaluating the data, it is important to note there has been an 8.7% increase in the number of females whose pay sits within the top quartile, reflecting the fact that progression and appointment opportunities to higher paid roles are highly accessible for females.

A secondary factor for differentials, although lower in impact on the data, speaks again to traditional occupational sectors that females and males have chosen/occupy. Specifically, as is commonplace in the sector, it is difficult for colleges to attract teaching staff in such areas as Engineering and Electrical, which are roles traditionally occupied by men. As such, the College, where essential, applies market forces payments in these areas.

Whilst it is legitimate for organisations to utilise market forces payments, the College is keen to address these 'occupational traditions' and recognises that this needs to begin through the education system. The College introduced a number of new events as part of its 'Igniting the Spark' initiative, with a key focus on promoting gender equality in STEM. Local schools participated in a series of workshops, led by the National Space Academy, designed to increase the participation of young people, especially girls, to take up science, technology, engineering and mathematics (STEM) subjects.

The Big Rig event included an all-female team of apprentices who took part in a low carbon challenge to install a solar powered water system on a large scaffolding platform at the College. The all-female team narrowly beat a team of students studying science, technology, engineering and maths-related subjects in the final of the competition.

From the perspective of trying to attract more females to existing STEM job roles, the College launched a recruitment campaign in 2018 to promote a number of vacancies in Construction Engineering. In an attempt to combat the gender divide and encourage more women into construction, steps were taken to ensure the campaign was appropriately targeted and shared on social media with groups such as The National Association of Women in Construction (NAWIC) and WISE.

In considering the data in relation to bonus payments, it is important to note that only one area within the College operates a bonus scheme, and that the number of males and females within this area who received a bonus payment was the same. The data pertaining to the percentage of males and females who received a bonus payment is therefore somewhat misleading, as the calculation requires the measurement of the percentage to be a proportion of all employees in the organisation, as opposed to those within the area. In summary, there are an equal number of males and females within the distinct area receiving a bonus and females' bonus payments remain positive when compared to males.

From a policy perspective, the College continues to review these to promote reductions in the gender pay gap. For example, the College has amended its 'Maternity, Paternity and Shared Parental Leave and Pay Policy', whereby this provides males, as well as females, with enhanced payments above and beyond the statutory requirements during the twelve months after the birth/adoption of a child i.e. parity for males and females. The College is actively promoting awareness of shared parental leave, and has increased paternity pay, whereby remuneration for paternity leave is the normal rate of pay for the individuals' contract/role, as opposed to half the rate, as was previously the case.

The College has also benchmarked its practices against those identified as effective in closing the gender pay gap in the Government Equalities Office report entitled 'Reducing

the gender pay gap and improving gender equality in organisations: Evidence-based action for employers’.

I can confirm the accuracy of this data.

Jan Hutt  
Executive Director of Human Resources

25 March 2019