

## **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 2023, to publish details of its gender pay gap by 30 March 2024.

The information, which is based on the 'snapshot data' as at 31 March 2023, 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<sup>1</sup>, the median gender pay gap in the United Kingdom, for all employees (part-time and full-time), as at April 2023, was 14.3%, down from 14.4% in April 2022. The ONS commentary notes that the gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs, which, in comparison, with full-time jobs have lower hourly median pay.

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<sup>1</sup>[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk/2023)

## 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 2023	15.68	18.02	12.94

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

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2023	14.18	16.90	16.09

### Quartile pay bands

Snapshot Date	Top quartile		Upper Middle Quartile		Lower middle quartile		Lower quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
31 March 2023	47.7%	52.3%	60.3%	39.7%	62.9%	37.1%	86.8%	13.2%

### Mean (average) bonus gap

Snapshot Date	Female mean bonus payment	Male mean bonus payment	Difference (%)
31 March 2023	902.17	1667.71	84.86%

### Median (mid-point) bonus gap

Snapshot Date	Female median bonus payment	Male median bonus payment	Difference (%)
31 March 2023	1000	2000	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 Pay Statistics

### Bonus proportions

Snapshot Date	Percentage of females who received bonus pay	Percentage of males who received bonus pay
31 March 2023	1.54	3.72

## Analysis/Actions

The principal reasons for the mean and median gender pay gaps, when considering the hourly rate of pay continue to be due to the fact that:

1. The proportion of females who occupy roles that offer extensive flexibility and/or part time working opportunities, which speaks to the fact that females remain the main providers of care, for example for children and relatives. Females continue to be 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 provide greatest flexibility in nature (for example, offer term time working), due to the College's business type. However, it should be noted this does not equate to an equal pay disparity, as females who carry out the same jobs, similar jobs, or work of equal value to males, receive an equivalent rate of pay.

The College has also implemented, from day one of employment, the right for employees, in any role, to request flexible working.

2. The '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 Construction, Engineering, Electrical and Vehicle Maintenance, which are roles traditionally occupied by men. As such, the College, where essential, applies market forces payments in these areas, which means that the percentage of men receiving market forces is higher than that of females; 26.05% of males as a percentage of their own population, as against 4.36% of females as a percentage of their own population. However, it does also need to be noted that 64.46% of the College staff are females, which, in effect, exacerbates the percentage of males receiving market forces payments.

Notwithstanding this, whilst it is legitimate for organisations to utilise market forces payments, the College as an education provider, continues to focus on addressing these 'occupational traditions' through a range of initiatives which promote engagement by female students in areas of study traditionally associated with males.

College policies, in relation to such as childcare, provide males and females with enhanced payments above and beyond the statutory requirements; for example, the College's Maternity, Paternity and Shared Parental Leave Policy provides enhanced payments for the first 26 weeks after the birth/adoption of a child. Paternity and Dependents Leave are also remunerated above the statutory levels.

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 only 14 employees were eligible for payment. 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.

I can confirm the accuracy of this data.

Jan Hutt  
Vice Principal – People and Organisational Development

21 March 2024