

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 2021, to publish details of its gender pay gap by 30 March 2022.

The information, which is based on the 'snapshot data' as at 31 March 2021, 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 Statistics¹, the median gender pay gap in the United Kingdom, for all employees (part-time and full-time), as at April 2021, was 15.4%, down from 17.4% in April 2019. The ONS commentary notes that 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.

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap/articles/genderpaygapintheuk/2021)

Northampton College's Gender Pay Gap Statistics

Hourly Pay Statistics

Mean (average) gender pay gap

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2021	14.37	15.23	11.5

Median (mid-point) gender pay gap

Snapshot Date	Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
31 March 2021	13.11	15.55	15.7

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 2021	55.1%	44.9%	60.5%	39.5%	69.6%	30.4%	80.4%	19.6%

Mean (average) bonus gap

Snapshot Date	Female mean bonus payment	Male mean bonus payment	Difference (%)
31 March 2021	1332.28	1451.22	8.2

Median (mid-point) bonus gap

Snapshot Date	Female median bonus payment	Male median bonus payment	Difference (%)
31 March 2021	1500.00	1500.00	0.0

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 2020	3.7%	8.2%

Analysis/Actions

As noted in last year's report, the College has taken a significant measure to reduce the gender pay gap, by, with effect from 1 April 2021, implementing a lowest hourly pay rate equivalent to the National Living Wage (as opposed to the National Minimum Wage), in order to support our lowest paid employees, the vast proportion of whom are female. This resulted in a pay increase for 19.8% of the College's staff population, 78% of whom

were females. However, the impact of this change will not be reflected in the annual Gender Pay Reporting until the snapshot of 31 March 2022/the report for 2023.

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 flexibility and/or part time working opportunities, which speaks to the fact that females remain the main providers of care e.g. 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 are flexible in nature (e.g. offer term time working), due to the College's business type. However, as noted above the increase in pay for those staff on the lowest salary points was increased to align with on 1 April 2021 to align with the National Living Wage at that time.

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.

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 and Electrical, 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; 23.6% of males as a percentage of their own population, as against 2.7% of females as a percentage of their own population. However, it does also need to be noted that 66.4% 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 (which consists of 3.6% of the College's relevant employees), with 11 females and 13 males receiving a bonus 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 – Human Resources and Student Services

25 March 2022