

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 by 31 March 2018.

The information, which is based on the 'snapshot data' as at 31 March 2017, 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 in April 2017 was 18.4%.

Northampton College's Gender Pay Gap Statistics

Mean (average) gender pay gap

Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
14.00	15.31	8.6

Median (mid-point) gender pay gap

Female Hourly Rate of Pay	Male Hourly Rate of Pay	Difference (%)
12.23	14.90	17.9

Mean (average) bonus gap

Female mean bonus payment	Male mean bonus payment	Difference (%)
1148.75	641.67	-79

Median (mid-point) bonus gap

Female median bonus payment	Male median bonus payment	Difference (%)
1000.00	500.00	-100

Bonus proportions

Percentage of females who received bonus pay	Percentage of males who received bonus pay
3.5	3.9

Quartile pay bands

Top quartile		Upper Middle Quartile		Lower middle quartile		Lower quartile	
Female	Male	Female	Male	Female	Male	Female	Male
60.8	39.2	64.3	35.7	70.4	29.6	76.4	23.6

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.

Analysis

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 and lower middle quartiles, which are flexible in nature (e.g. offer term time working) due to the College's business type. However, it is important to note that 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 are paid on the same pay bands.

A secondary factor for differentials, although lower in impact on the data, is an important area to consider, because it again speaks to 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 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 such payments, the College is keen to address these 'occupational traditions', for example when carrying out a recent recruitment campaign for construction, the College had a concerted focus on women in the industry.

Action Plan

The College reviews/reports/updates and publishes its Equality Objectives on an annual basis (July) and as such will be incorporating objectives in respect to closing the gender pay gap within that remit.

I can confirm the accuracy of this data.

Jan Hutt
Director of Human Resources

23 March 2018