

Gender Pay Gap Report

Introduction:

The college is required to submit its annual Gender Pay Gap Report to the Government by 30 March, 2020 regarding its gender pay gap data for 2018/2019 and actions planned to address this during 2020.

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 three separate legal entities, West Nottinghamshire College, Vision Business Support Services (VBSS) and bksb. 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. As such, both VBSS and bksb fall outside of this obligation.

Therefore, the legislation requires WNC (as a relevant employer) to publish its statutory calculations, as it has a headcount of 815 people as at 31 March 2019.

The results of our Gender Pay Gap data for 2018/2019 are detailed below.

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

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

Published mean and median information (31 March 2019)

	Male	Female	Gap	Percentage
Mean hourly rate	£16.35	£14.43	£1.92	11.7%
Median hourly rate	£17.17	£13.74	£3.43	20%

Total employees – salary quartile bands (31 March 2019)

	Lower	Lower-middle	Upper-middle	Upper
Male proportion	28.2%	26.8%	38.7%	52.4%
Female proportion	71.8%	73.2%	61.3%	47.6%

Published bonus information (31 March 2019)

	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: No bonus payments in this reporting period were paid.

Summary

The main reasons for our organisation's gender pay gap are as follows:

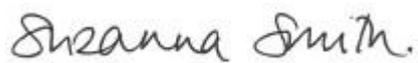
- There are 218 male and 597 female employees across the organisation. All roles within WNC are aligned to a Salary Structure with grades and bandings. Each role is independently job evaluated and assigned a grade within a specific salary banding, which is applied to both male and female employees appointed to that particular role.
- 36.6% of our female employees work part-time, compared to 11.6% of our male employees.
- 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 and catering assistants, which, as in other organisations, are chiefly female dominated. WNC has almost three times more women than men in these roles.

- There is also a slightly higher proportion of our male employees within management roles: 6.7% of our male employees hold management positions, compared to 6.2% of our female employees.
- No part-time roles exist at the level of Head of Department or within its Executive team.
- Only 37.3% of roles which fall within the first pay quartile are part-time, whereas 71% 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 needs to continue to attract women into all roles
- WNC will wherever possible, support flexible working requests and alternative flexible working patterns alongside part-time and term-time only opportunities.
- Once women in senior roles work part-time, they will become role models for others to feel confident they can do the same.
- WNC will review its recruitment and selection procedure and processes, as well as provide refresher courses and unconscious-bias training to support line managers and staff.
- 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.
- Our strategic plan and associated implementation plans (2020) will provide the opportunity to focus on key areas such as talent management. This will provide a platform for the personal and career development of our employees, whilst actively promoting and supporting development opportunities to all our female employees too.

Supporting statement

WNC has an hourly gender pay gap of 11.7%, which is lower than the national average of 17.3% ([Office of National Statistics](#) – National Statistics Annual Survey of Hours and Earning (ASHE) 2019).

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.



Suzanna Smith
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