

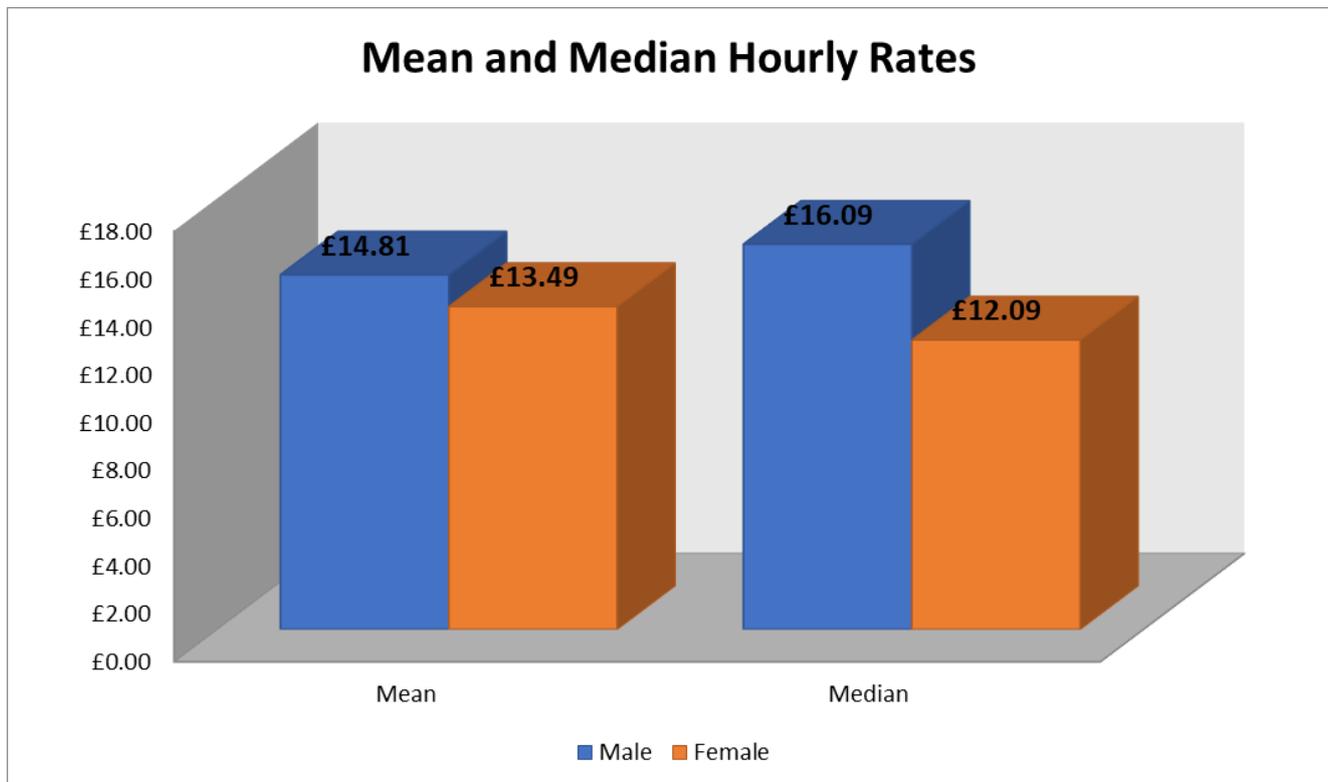
Gender Pay Gap Report – March 2020

Overview

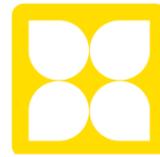
This report refers to the hourly rates for all staff on New College Stamford (NCS) contracts and on the March 2020 payroll, now numbering 284 staff members, significantly over the 250 threshold for publishing our data on the government website. This year's data is required to be published by the end of March 2021. Our statistics do not include QRS Direct staff members as they are a separate company.

Overall Gender Pay Rates

The mean and median hourly rates are very similar to last year's figures with a slight reduction in the gap in the median figures for males and females. This year shows a gap in the mean rate of 9.79% and a gap in the median of 33.09%. The main reason for the pay gap is the relative numbers of each gender being in the lower half of the pay grading structure. Relatively low staff numbers influence the median score.

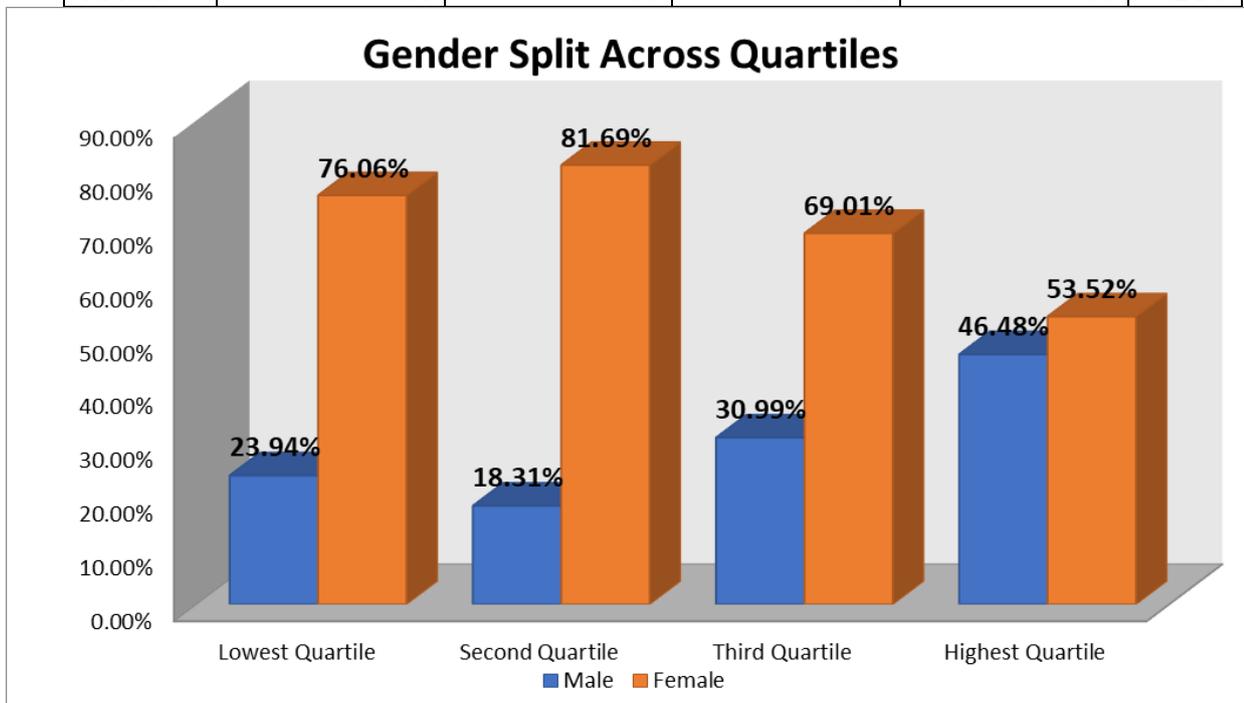


The table below shows this quite graphically, with 35.3% of the males employed by the College in the bottom two quartiles, while 56.3% of the females are in roles in the lower

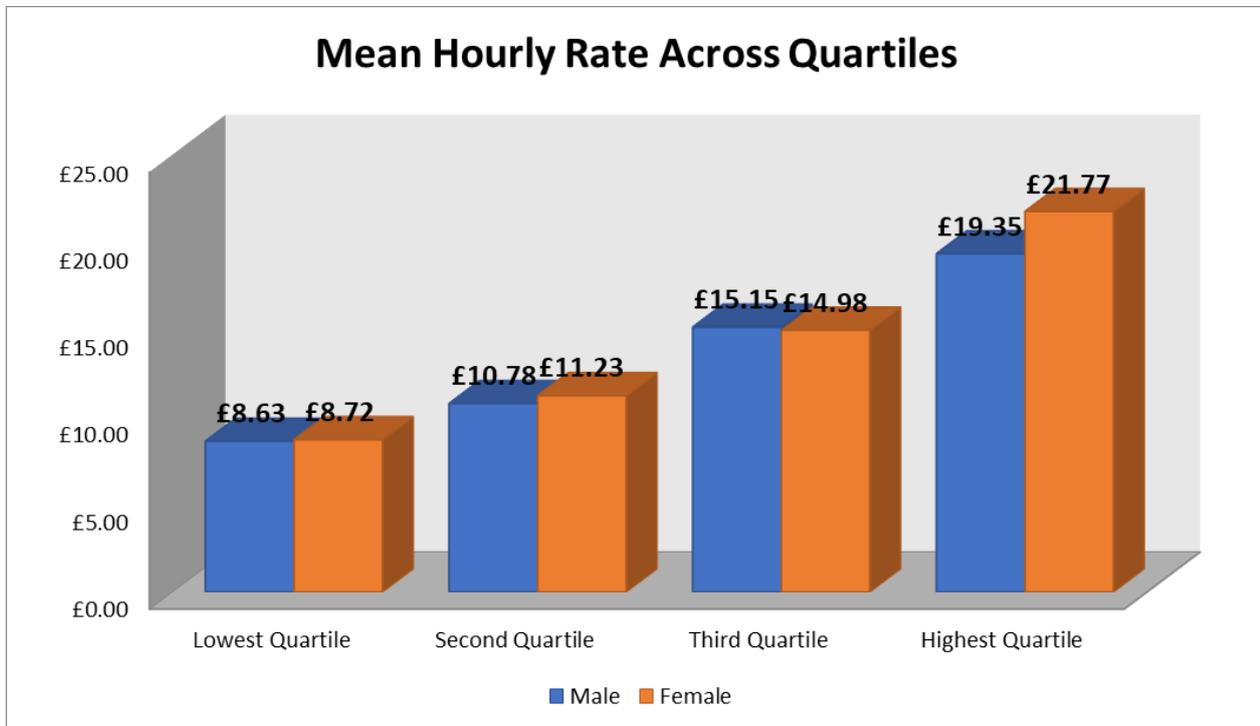
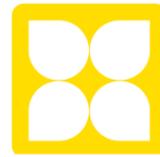


two quartiles. These figures are again very similar to last year's. It is this, rather than any pay gap in any 'job family' that informs the overall results as like roles are paid the same hourly rate regardless of gender. In each quartile, more women work than men. The experience to date at NCS has been that most candidates and therefore appointees who take up the roles in the lower paid quartiles are female, most of which are part time and/or linked with term time, suggesting a link to childcare arrangements.

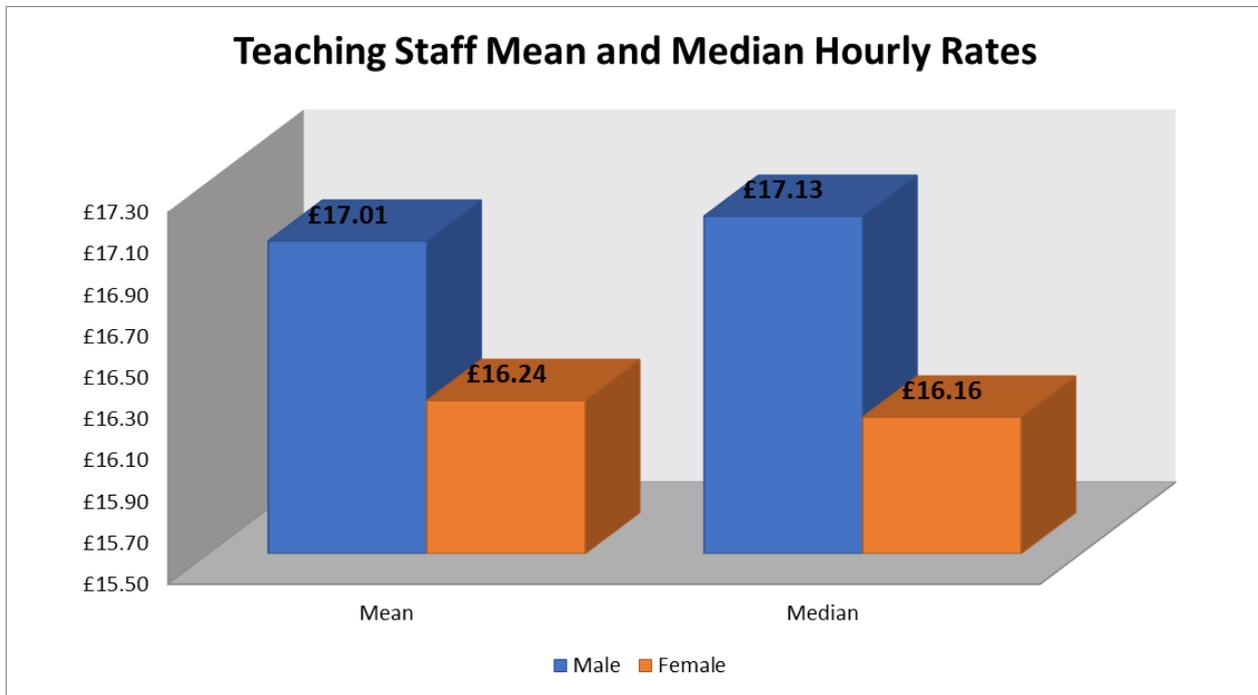
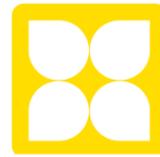
Gender	Lowest Quartile	Second Quartile	Third Quartile	Highest Quartile	Totals
Male	17	13	22	33	85
Female	54	58	49	38	199
Totals	71	71	71	71	284



If each quartile is reviewed individually it can be seen that the 3rd quartile has a mean hourly rate that is slightly higher for male employees. This is the quartile in which the majority of our teachers will sit and is mainly as a result of more males being paid a market supplement in teaching roles where shortages exist. In NCS this is focused around construction roles. The higher female rate in the highest quartile is partially due to an entirely female Executive Team. For the first time since reporting on gender pay gap, females have a slightly higher hourly rate in the lowest and 2nd quartiles. The higher female rate in the highest quartile is largely due to a female dominated Executive Team.



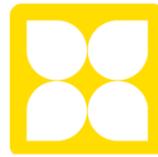
The table below shows the comparison between male and female teaching staff. The difference in the mean and median hourly rates is due to our profile of teachers having more longer serving, qualified males in post than females and as such, there is a slight incremental drift.



Conclusion

- Relatively low numbers within the analysis influence the median score
- In each quartile, more women work than men. In the upper quartile, which has the highest hourly rate of pay, there are more women than men. Therefore, gender does not appear to be an obstacle at NCS to gain promotion to a senior role
- The quartiles with the lowest hourly rates contain the highest proportion of women and are not in line with the college male : female ratio of 33%:67%
- The lower paid quartiles consist of a large proportion of part time roles
- The low number of males in the lower graded roles is the main driver of the gender pay gap, however jobs such as catering, cleaning and administration assistants are paid the same hourly rate regardless of gender
- The overall profile of gender in roles has remained reasonably static between 2019 and 2020
- Pay within job families shows very little variance between genders
- In three of the four quartiles the mean female pay is marginally higher than the male
- The pay gap is more balanced in the top two quartiles
- The pay gap between male and female teachers is minimal, less than £1 per hour on both mean and median calculations.

Last year's data was uploaded to the Government website before the deadline of 31 March 2020, with a link to last year's report, which is on the NCS website. The same will



happen to this year's data and report once approved and we will again publish the gender pay gap in our annual financial report and accounts.

Our approach to pay, gender and equal pay for work of equal value

NCS rates of pay are defined and captured on our pay scale, readily available to all staff. We have a strict process in place for allocating staff to the points on the pay scale, including controlled pay progression.

This is set out in the Pay & Reward Policy, which has been agreed with our recognised trade unions UCU and UNISON. The same policy applies to where a new recruit is placed on the pay scale.

The College has a flexible working procedure that is an option available to all staff at all levels within the organisation and is on our Intranet for all employees to view.

We have a rigorous recruitment process which ensures candidates are appointed based on experience and competency and reduces the capacity for bias. Training for managers in relation to recruitment and selection and equality and diversity is in place.

What more can we do?

63.3% of our female employees work part-time compared to 37.6% of our male employees. One part-time role exists within the Executive Team and it should be noted that we do have some women who work in the highest two of these quartiles who are able to work around school drop-off and pick-up times, thus lessening the need for part-time work. The College needs to continue to attract women into all roles, and to promote the option of flexible working, specifically part-time working in higher paid roles, which would potentially impact the gender pay gap even further in the higher quartiles.

Attracting men into the lower paid, part-time roles is more of a challenge and we will look at where and how we advertise these roles.

Pre and post-merger the strategic plans and associated implementation plans for striving for excellence 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, supporting all employees equally with development opportunities.

Carol Hargreaves
Head of HR & Organisation Development
29 April 2020