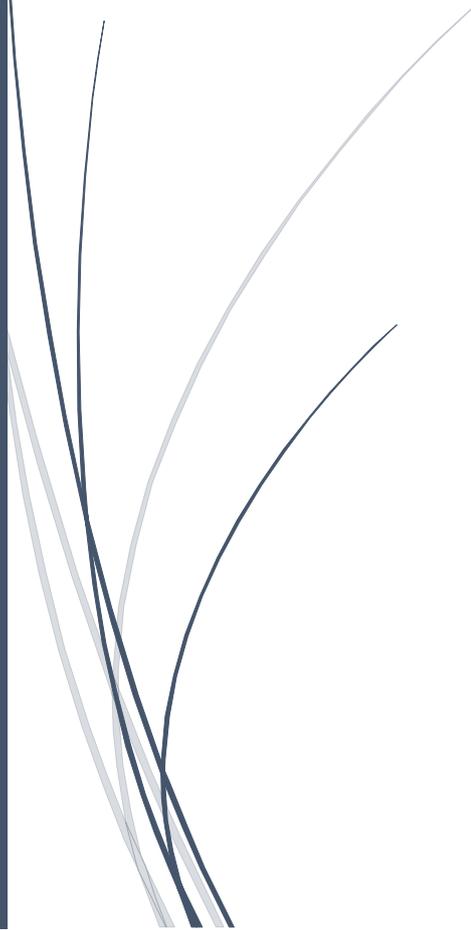


Gender Pay Gap Report
2021



2021 Gender Pay Gap Report for Employees at Newbury College

Statement

Newbury College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Gender Pay Gap Reporting – an overview

From 2017 any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap, we have decided to report our figures each year since 2018, despite being under the employee threshold as we are committed to the improvement of our Gender Pay Gap and have analysed our status. The data was collected on the snapshot date of 31st March 2021, at this time Newbury College employed 208 relevant staff, of which 76.5% were female.

The calculations compare hourly pay rates of male and female staff at the snapshot date, the legislation requires relevant employers to calculate and publish the following information:

- the average gender pay gap expressed as a mean and median average.
- the average bonus gender pay gap expressed as a mean and median average: the proportion of male and female employees receiving a bonus payment.
- the proportion of male and female employees in each quartile pay band when employees are divided into four groups and are ordered from lowest to highest.

What is the Gender Pay Gap?

A Gender Pay Gap (GPG) shows the differences in the average pay between all male and females in a workforce. It is represented as a percentage, where a positive number is a pay gap in favour of males, and a negative number is a pay gap in favour of females.

The Gender Pay Gap is different from an Equal Pay Gap. The Equal Pay gap deals with the pay differences between male and females who carry out the same jobs, similar jobs, or work of equal value.

When and how do we have to publish this information?

We are publishing our gender pay gap results within this report, as well as through the government website as required by legislation. We are required to publish this information before 30 March 2022.

If males and females are paid the same for the same jobs, why do we have a gender pay gap?

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. Most of our workforce is female (76.5%), and we have more females in our lower paid roles; therefore, the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

Our 2021 results, snapshot date: 31st March 2021

Difference in mean and median hourly pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay Gap% difference male to female	20.64	32.87
Improvement on previous year of	7.76	4.73

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay Gap% difference male to female	Nil	Nil

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (%paid a bonus compared to all male employees)	Nil
Female employees (%paid a bonus compared to all female employees)	0.5

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quarter)	6.6	14.8	39.3	34.4
Female (% females to all employees in each quarter)	93.4	85.2	60.7	65.6

Explanatory Information

The size of our workforce saw a year on year drop to 208 relevant employees, in addition, the % of males employed increased by 9%, with an 10% increase in males working in our lower paid roles. This has had a positive impact on our results.

After seeing our mean gender pay gap widening in 2020, this year's data showed a welcome narrowing of the gap to 20.64%, still above the education average of 17.6%, but a welcome change. This is a reminder of how, in a medium-sized organisation like ours, slight changes in our staff profile can result in a change of the pay gap. Similarly, our Median Gender Pay Gap has decreased.

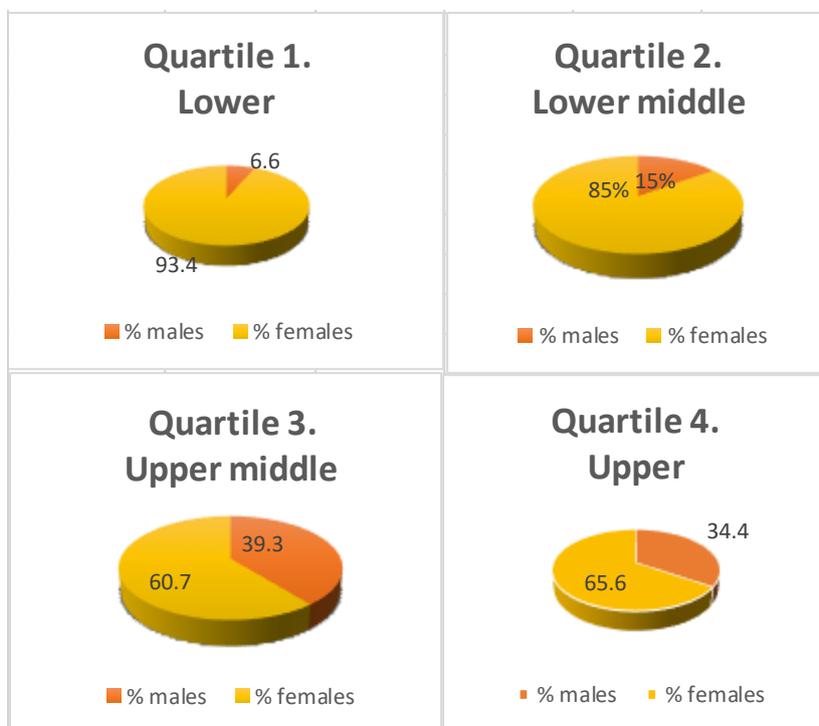
The Mean Gender Pay rate for male employees was **20.6%** higher than the mean pay rate for females, this is a 7.8-point decrease, moving us in the right direction and our median gender pay rate also improved by a 4.6-point decrease.

The main reason for our gender pay gap is that we have more females than males in our less well-paid roles. Our Foundation Learning department has grown by over one third in the last 5 years and many of these new employees are female. These roles are business administration, catering and cleaning role plus our learning support areas, where the hourly rate is dependent on the funding provided by the Local Authority. They attract a disproportionate number of female applicants, and the roles are predominantly part-time and/or term-time, offering flexibility for employees to balance work and home life. 20% of all females employed are full time. The College will continue to increase the hourly rate of our lowest paid employees as budget allows. In April 2021 they were the only employees of the College to receive a pay increase.

These lower paid roles fall within Quartile 1 and 2 of our pay banding. The number of males employed in the lower 2 quartiles has doubled since the 2020 report. Quartiles 3 and 4 consist of specialist support, lecturers, and managers. 41% of all females employed are in the top 2 quartiles of pay banding, compared to 78% of all males. The senior team has a split of 60% female and 40% male, with the wider college management team being made up of 27% males.

We are seeing a significant increase in students in our construction and sports area. These areas have traditionally attracted more male applicants/lecturers so it continues to be a priority for us to do all that we can to attract females into these areas. Additionally, these are difficult to recruit areas where a market premium is required to entice individuals away from industry.

These pie charts highlight the significantly lower proportion of males in lower-level roles, which fall into quartile 1 and quartile 2 pay bands.



Bonus earning calculations were affected by only 1 female employee. There were no males employed within the team that received bonuses during the reporting period. Bonuses affect an exceedingly small group of our employees

How do we compare?

Overall, 76% of our staff are female and our mean and median gender pay gap is high for the College Education sector. The lowest pay quartile has seen a slight improvement, this is still remarkably high within the Further Education sector.

We can compare ourselves to other sectors below, although our % are higher we are comparing ourselves with larger organisations.

Gap	Mean 2021%	Mean 2020%	Mean 2019%	Mean 2018%	Median 2021%	Median 2020%	Median 2019%	Median 2018%
Public Sector	14.8	11.4	15.7	17.5	18.00	11.2	16.8	19.0
Private Sector	17.8	14.3	19.9	20.3	19.6	14.1	23.6	23.8
Education	17.6	17.1	17.0	17.3	25.4	24.6	25.4	25.9
Higher Education	18.3	18.2	15.9	16.1	16.2	9.9	15.5	15.0

Actions

In 'Fair Opportunities for all – A Strategy to reduce pay gaps in Britain,' the Equality and Human Rights Commission sets out what it considers needs to change and what actions government, its agencies and employers need to take to tackle identified pay gaps. In summary they recommend action to:

- Unlock the earning potential of education by addressing differences in subject and career choices, educational attainment, and access to apprenticeships
- Improve work opportunities for everyone, no matter who they are or where they live
- Make all jobs at all levels available on a flexible basis
- Encourage male and females to share childcare responsibilities
- Reduce prejudice and bias in recruitment, promotion and pay
- Report on progress in reducing pay gap

The actions we will take in the next 12 months are:

1. Seek to attract more females into traditionally male dominated roles within our Construction faculties, taking positive action as appropriate.
2. Continue to challenge the funding received to support our vulnerable students.
3. Further promote flexible working opportunities to encourage both male and female employees to discuss arrangements which will not inhibit their career progression and ensure that managers are open to innovative ways of working flexibly, including job share arrangements, at all levels of the College.
4. Increase the rate for the lowest paid workers in the College in line with minimum wage and maintain pay gaps where possible.

This information is accurate and a true representation of Newbury College.

Signed: 

Date: 10th March 2022

Principal and Chief Executive