



Newbury College

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2019 Gender Pay Gap report



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2019 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. Employees receive equal pay for the same or equivalent work, regardless of their sex (or any other protected characteristic set out above).

Introduction

From 2017 any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. On 31st March 2019, Newbury College employed 250 staff, of which 72.8% were female, the data below represents the gender pay data for Newbury College at the end of March 2019.

The definition of “employee” for gender pay gap reporting for Newbury College includes:

1. People who have a contract of employment with Newbury College
2. Some self-employed people where we have a schedule of fees.

The calculations compare hourly pay rates of male and female staff at a snapshot date, which for this year is 31 March 2019. 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 men and women in a workforce. It is represented as a percentage, where a positive number is a pay gap in favour of men, and a negative number is a pay gap in favour of women.

The Gender Pay Gap is not the same as an Equal Pay Gap. The Equal Pay gap deals with the pay differences between men and women 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 the College’s 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 on an annual basis. The snapshot date will be from 31 March of the previous year.

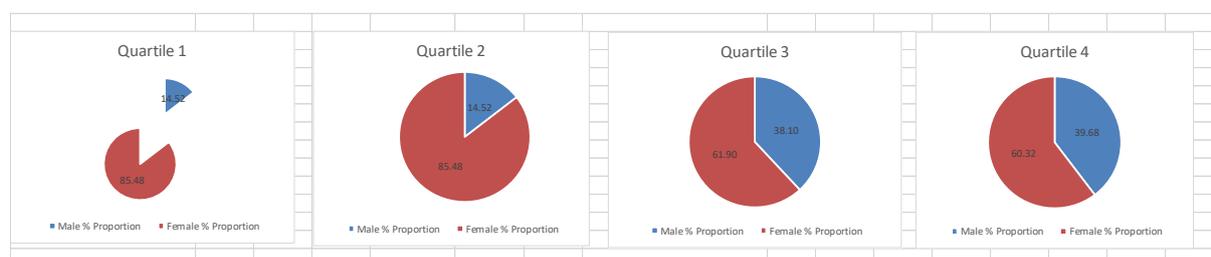
If men and women are paid the same for the same jobs, why do we have a gender pay gap?

The main reason for our gender pay gap is that we have more women than men in our less well-paid roles.

Our results

- Mean Gender Pay rate for male employees was **17.56%** higher than the mean pay rate for females, this is an improvement from 2018.
- Median Gender Pay rate was **22.31%** higher for male employees, this shows a slight decline on 2018.
- Bonus earning calculations were affected by the 2 eligible male employees not achieving bonus. Bonus was only available to 5 employees.

The proportion of male and female employees in each quartile are as follows



How do we compare?

Overall, 72.8% of our staff are women and our mean gender pay gap is average for the Education sector, our median gender pay gap is lower but there is still work to do. Part of the reason for the gender pay gap is the lower proportion of men in lower-level roles, which fall into quartile 1 and quartile 2 pay bands.

The lowest pay quartile has seen a slight improvement, this is very high within the Further Education sector. Our support staff in our Foundation Learning department make up around 25% of the workforce, they are predominantly women and are in Quartile one. The top quartile is more closely balanced at just under 40% men and 60% women, as represented in the senior management team where 66% are women.

Newbury College aims to provide equal opportunities for all through a number of ways including:

1. Vacancies are advertised through key FE recruitment sites, Facebook and teaching websites.
2. A standard approach to recruitment is used, which ensures that protected characteristics are not known during the shortlisting process.
3. Set pay scales for roles of the same type across the organisation
4. Equality and diversity training for staff
5. Providing flexible working options where possible.
6. Lower hourly rates have been reviewed in 2020 and increased by 5.5% compared to 0% for all other pay rates.

Actions

Newbury College is committed to improving the gender pay gap, the actions we will take in the next 12 months are:

1. Review and improve the language of the advertisements and job descriptions to ensure they are gender neutral.
2. Review how ACL roles are advertised to widen the audience.
3. Review barriers to achieving bonus for assessors in WBL.
4. Promote flexible working as part of all recruitment adverts.
5. Promote the benefits of working at the College, available to all levels.
6. Hold consultations with existing foundation learning staff, considering how to enhance retention and development.

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

A handwritten signature in black ink, appearing to read 'E. Wolff'. The signature is stylized with a large, sweeping initial 'E' and a cursive 'Wolff'.

Signed:

Principal and CEO Date: 01 April 2020