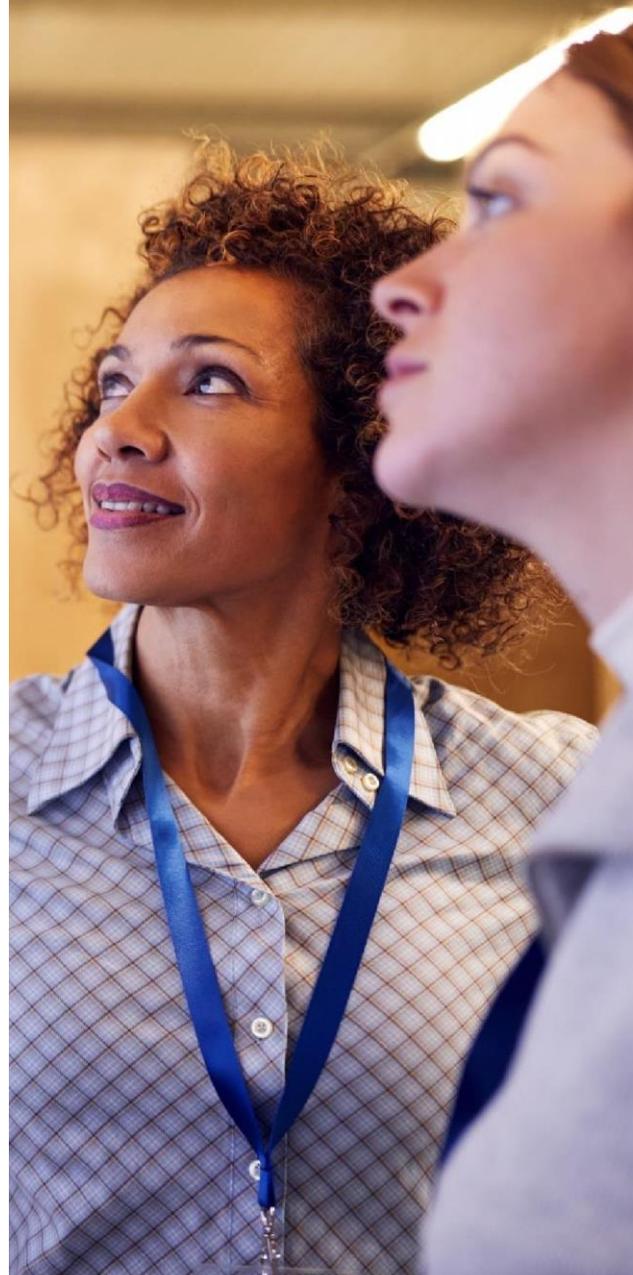


Gender Pay Gap Report 2023

Based on data from the snapshot date of 31st
March 2023



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2023 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. Publishing this data is important so that we play our role in promoting transparency, therefore we have reported our figures each year since 2018, despite being under the employee threshold. Analysing and publishing data on the gender pay gap will help us to pinpoint areas for improvement and continually improve.

The data was collected on the snapshot date of 31st March 2023, at this time Newbury College employed 289 relevant staff.

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 hourly 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. It can indicate there may be several issues to deal with and the individual calculations may help to identify what those issues are.

The Gender Pay Gap is different from the 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.

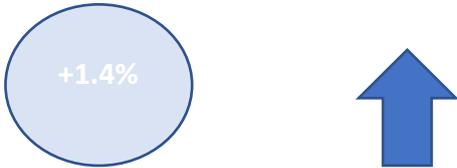
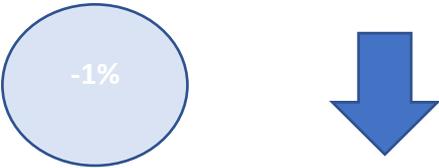
When and how do we have to publish this information?

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 2024.

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 (71%), 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 2023 results, snapshot date: 31st March 2023

The mean gender pay gap	The median gender pay gap
	
Increase on last year	Reduction from last year

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	14.41%	26%
Improvement on previous year of	-1.41%	1%

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)	Nil

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)	15%	24%	29%	49%
Female (% females to all employees in each quarter)	85%	76%	71%	51%

Explanatory Information

What is the difference between mean and median?

The mean pay gap measures the average pay for one group against another, for example the average pay for women in an organisation compared to the average pay for men. The median pay gap compares the 'middle' pay for one group against another, when all values are ranged from low to high. The median is less affected by outliers when compared to the mean.

The ONS estimates the gender pay gap based on median hourly earnings rather than the mean since it is not affected by extreme values. If we consider the mid-point range, it will indicate the typical pay or average median earnings within the female and male population

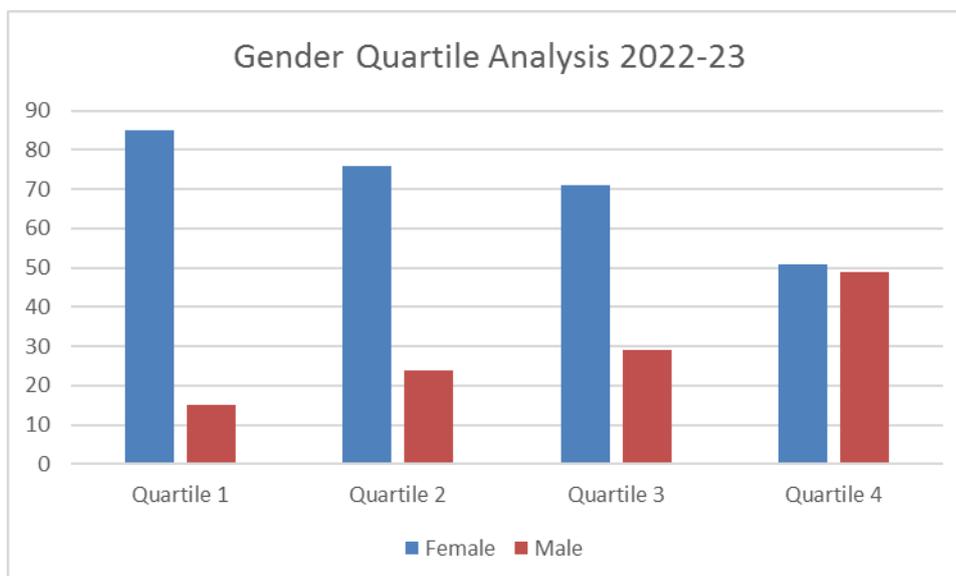
The size of our workforce saw a slight year-on-year increase to 289 relevant employees, 71% of our relevant employees are female. We have seen a small (4%) increase in males working in our lower paid roles, which tend to be curriculum support roles. 82% of these roles are filled by females which is 58% of all females employed at the college.

Unfortunately, we have not seen a significant improvement year on year, however we have also not seen a worsening of our situation. We continue to struggle with a higher gap than we would wish, last year we welcomed a significant narrowing of the Mean Gender Pay Gap, this year there has been only a slight change although still close to the industry average (in Nov23) of 11.26%.

Our Median Gender Pay Gap is similar to 2021-22, it remains adrift from the benchmark group, who report an average of 17% and the College sits in the highest 20% of the benchmark group.

Due to the number of females employed within the College, each quartile has a higher % of females than males. Quartiles 3 and 4 consist of specialist support, lecturers, and managers. 43% of all females employed are in the top 2 quartiles of pay banding (a slight decrease on last year), compared to 67% of all males (a 3% decrease on last year). The College Management team has a split of 56% female and 44% male, and the median is 0%, which is consistent with the previous year.

These charts highlight the significantly lower proportion of males in lower-level roles, which fall into quartile 1 and quartile 2 pay bands, although we can see an improvement in quartiles 1,2 and 3 with the split becoming slightly better.



There were no Bonus earnings during the reporting period.

How do we compare?

We can benchmark with College's who employ between 250 and 499 employees and who have reported at this date for March 2023. As you can see in the table below, our Median is significantly higher than our benchmark group. We are pleased to see that our Mean % gap is close to our benchmark.

We are currently sitting in the third quarter of all colleges who have reported so far. It should be noted that we have seen slight decreases in the higher paid areas we now have 54% of all teachers being female and 46% of all managers are female.

	Benchmark	Newbury	Performance
% Difference in hourly rate (Mean)	11.26	14.4	
% Difference in hourly rate (Median)	17.3	27	
% women in lower quartile	76	85	
% women in top quartile	58	51	

Actions

This year, we have worked with the local authorities to review funding, this is ongoing, pay rates have been increased above the minimum wage. We have continued to promote flexible working in recruitment campaigns and have amended our Flexible working Policy to support applications for flexible working as a day one right. Tiered payments have been budgeted for the new academic year. The actions taken during the year are expected to make a difference in 2023-24 as we were unable to make changes to salaries in that financial year but have prepared for this year's budget with increases.

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

1. Continue to challenge the funding received to support our vulnerable students
2. Introduce the budgeted tiered payments for different skill levels for our curriculum support staff.
3. The College will continue to increase the hourly rate of our lowest paid employees as budget allows.
4. Provide recruitment training for all managers to reduce unconscious bias.

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

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

Signed:

Date: 10th March 2023

Principal and Chief Executive