

## City College Norwich

### GENDER PAY GAP REPORT

City College Norwich is required by law to publish an annual gender pay gap report. This report relates to the snapshot date of 31 March 2023. The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.<sup>1</sup>

#### Gender Split



### Split

- There were 1,157 paid staff at 31 March 2023.
- 717 were female; 440 male.
- The lowest hourly rate for female staff was £10.42, with the lowest rate for male staff of £5.20 per hour.
- The lowest male rate was for a 1<sup>st</sup> year 16-18 year old Examinations apprentice. There were no female apprentices at the reference date.

#### Mean Gender Pay Gap



### Mean Gap

7.7%

- Average (Mean) hourly rate  
Female £17.70  
Male £19.12  
Gap **£1.42**

#### Median Gender Pay Gap



### Median Gap

21.5%

- Median hourly rate  
Female £15.52  
Male £19.25  
Gap **£3.73**

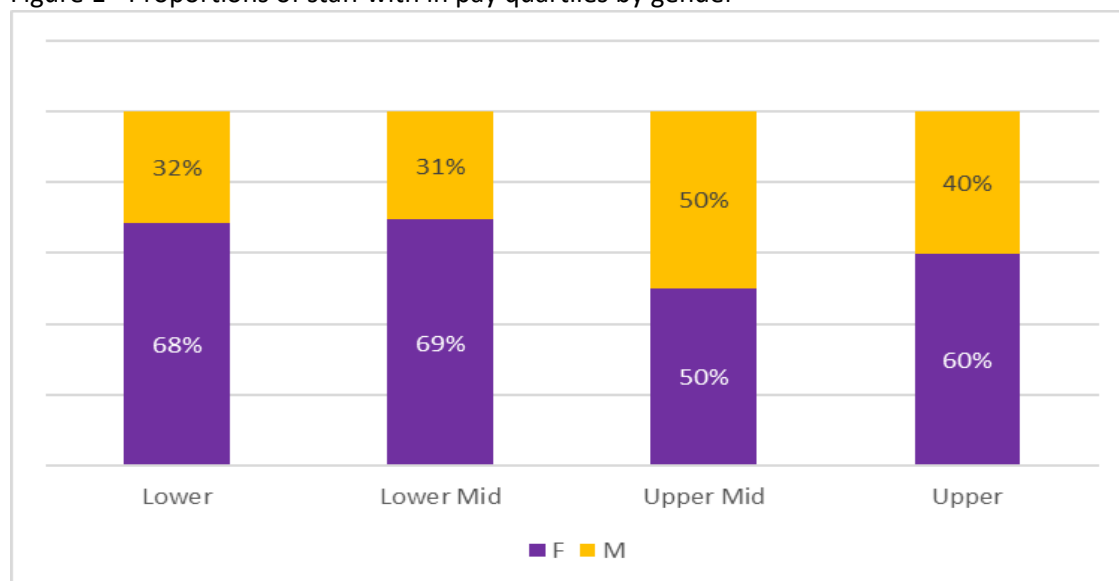
<sup>1</sup> As required by the guidance, this report includes analysis of directly employed City College Norwich staff as at 31<sup>st</sup> March 2023 and does not include contractors.

## Bonus Gender Pay Gap

City College Norwich does not pay bonuses to staff.

## Gender Pay Gap Quartiles

Figure 1 - Proportions of staff with in pay quartiles by gender



	CCN 2023	CCN 2022	Difference from previous year	ONS Average 2023	CCN 2023 comparison to ONS Average	ONS Average for Education	CCN 2023 Comparison to ONS Education average
<b>Mean Gender Pay gap</b>	7.7%	6.8%	+0.9%	13.2%	-5.5%	14.6%	-6.9%
<b>Median Gender Pay gap</b>	21.5%	17.6%	+3.9%	14.3%	+7.2%	21.3%	+0.2%

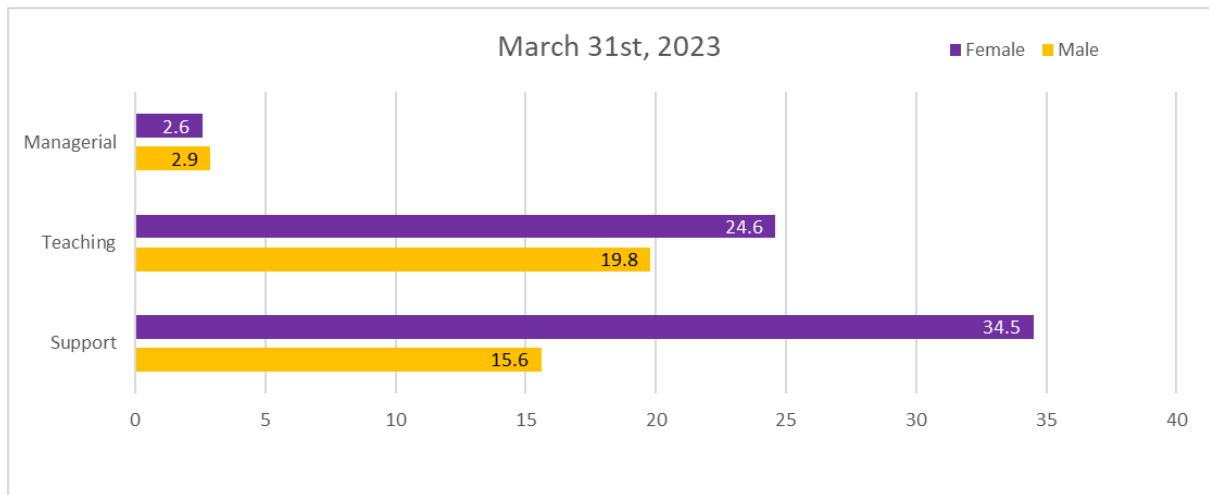
## Underlying reasons for City College Norwich's Gender Pay Gap

City College Norwich 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. City College Norwich pays employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The mean gap has increased this year by 0.9% from the previous year and the median by 3.9% from the previous year. The median is considerably above the national figure of 14.3% (source ONS 2023) but 0.2% higher than the median for the education sector (21.3%).

The mean is 5.5% percentage points lower than the national mean of 13.2% at 6.8% and 6.9% below the education sector average (14.6%).

Figure 2: In the year to 31 March 2023, the percentage breakdown for each staff group



As in previous years, the gender pay gap results for the College are predominantly driven by the significant levels of females in support roles (over a third of our workforce) which are lower paid roles. This impacts particularly the median salary outcomes for the College.

Posts in the lower and lower-middle quartiles include Kitchen Assistants, Learning Support Assistants and Nursery Nurses – roles that are often part-time and/or attract mainly female applicants. The College has a large SEND provision, which means there are a large number of Learning Support Assistants providing support to SEND students. In the 12 months to 31 March 2023, 82 females and 25 males applied for these vacancies which are in the lower quartile. 72% of those appointed to these roles were female, which is a decrease from the figure of 89% in the previous year.

In the 2023 data, the number of females in managerial roles has fallen slightly behind the number of males in managerial roles. In the last 12 months there were 73 female and 100 male applicants for higher level roles. 56% of those appointed were female.

In the 12 months up to 31 March 2023, 44 of the 71 staff who had internal promotions were female.

As in previous years, the data reflects that the pay gap remains largely due to the choices individuals make to undertake roles which enable them to work flexibly, e.g., term-time only and/or part-time.

For all vacancies in the 12 month period to 31 March 2023, 57% of applicants were female and 65% of those appointed were female. This is a decrease from the previous year where 70% of applicants were female and 72% of those appointed were female.

### **Actions to address City College Norwich's Gender Pay Gap**

The College undertakes the following steps to promote gender diversity in all areas of the workforce:

- **Creating an Evidence Base:** To identify any barriers to gender equality and to help us set priorities for action. We currently monitor the following data:
  - the proportion of men and women applying for jobs and being shortlisted and recruited.
  - the proportions of men and women applying for and obtaining internal promotions
  - the proportions of men and women leaving the organisation and reasons for leaving
  - the numbers of men and women in each role and pay band.
  - The College examines the data produced by the surveys completed by starters in their first 3 months of employment and leavers. Feedback is generally in relation to career development and reward and recognition.
  - The College reviews the feedback in exit interviews to identify any issues of equality being reported as reasons for leaving.

Summary information is highlighted in the Annual HR Report that is presented to the City College Norwich Governors.

The College additionally monitors:

- the numbers of men and women working flexibly and the level within the organisation, including the numbers of men and women who have applications to work flexibly declined to ensure consistency.
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- **Recruitment and Selection**
    - The College ensures that interview panels are comprised of the appropriate gender balance that reflects the genders of the candidates being interviewed.
    - The College offers secondment opportunities for some roles, encouraging staff to be developed into senior roles.
    - The College is making greater use of open events to promote its vacancies and the benefits of working at the College. This includes working with the Job Centre to attend days aimed at encouraging candidates with protected characteristics.
    - The College continues to work with Vercida who in addition to advertising the roles, adds features about working at the College in relation to diversity, highlighting areas of good practice.
  
  - **Promoting Flexible Working and Family Friendly Policies**
    - Despite the front facing nature of the work within the College, staff continue to have the opportunity to occasionally work from home, as well as to apply to work from home for part of their working week depending on the role they perform. In addition, the College continues to offer a range of flexible working opportunities for staff and applicants, as well as family friendly policies, an on-site nursery and other benefits. These are promoted both on the College's website and in recruitment information.

The College will continue to actively consider any appropriate measures it can take to further enhance gender equity in the workplace whilst recognising that the current gap reported is due in the main to the roles staff choose to undertake.

I confirm that the information in this statement is accurate.

Hilary Bright  
Director of HR Services