

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 2020.

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.

Gender Split



64%

36%

- There were 949 paid staff as at 31 March 2020.
- 606 were female 342 male
- The lowest hourly rate for female staff was £8.21, with a male rate of £9.39 per hour.
- The lowest female rate was for our 4 apprentices at £8.21 per hour. Lowest female hourly rate excluding these was £9.39

Mean Gender Pay Gap



Mean Gap

6.81%

- Average (Mean) hourly rate
Female £15.46
Male £16.59

Median Gender Pay Gap



Median Gap

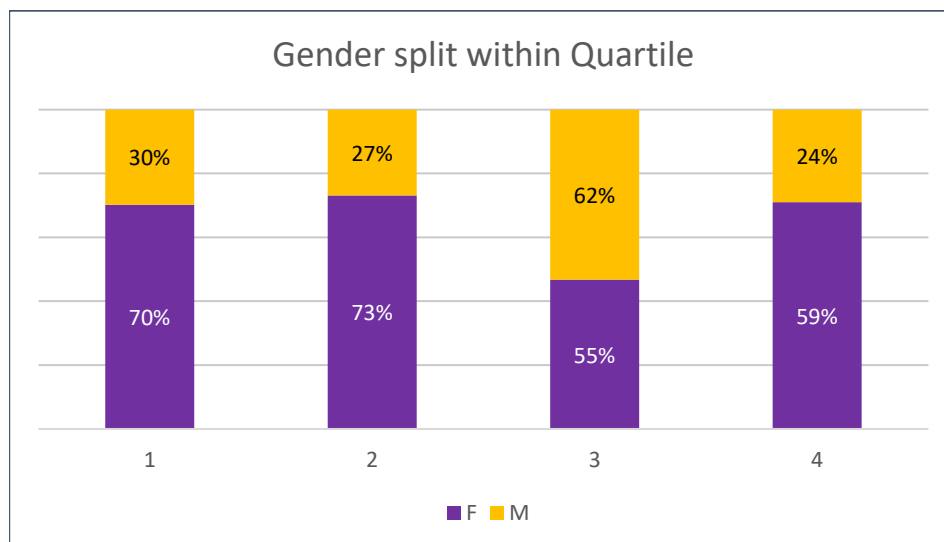
15.32%

- Median hourly rate
Female £13.87
Male £16.38

Bonus Gender Pay Gap

City College Norwich no longer pays bonuses to staff.

Gender Pay Gap Quartiles



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).

In January 2020, the College merged with a land-based college and the staff who transferred in are in this Gender Pay Gap Report and the transfer of these staff has been a factor in the reduction of the gender pay gap for the College.

The mean gap reduced by nearly 9% and the median by nearly 37% from the previous year. Whilst the median remains slightly above the national average of 14.6% (source ONS Annual Survey of Hours and Earnings November 2020), the College is pleased with the reduction in the gap but recognises that there is still work to do to endeavour to reduce the gap further.

In the year to 31 March 2020, the percentage breakdown for each staff group was as follows:

	Male	Female
Support	28	72
Teaching	46	54
Managerial	41	59

Whilst the split in teaching and managerial roles is higher for females, the support roles are largely undertaken by females, which impacts particularly the median salary.

Looking at the posts in the lower and lower-middle quartiles, these include Kitchen Assistants, Learning Support Assistants and Nursery Nurses – roles that are largely part-time and attract only female applicants. In the 12 months to 31 March 2020, 22 females and 2 males applied for vacancies in the lower quartile. 88% of those appointed to these roles were female. This is despite more targeted advertising and a number of open days taking place.

As an example of recruitment to higher level roles (of which there were a small number of vacancies), in respect of Manager and Team Leader vacancies 2 females applied and 3 males. 66% of those appointed were female.

The data continues to show that the pay gap remains largely due to the choices individuals make to undertake particular roles which also enable them to work flexibly, eg term-time only and/or part-time.

For all vacancies in the 12 month period to 31 March 2020, 74% of applicants were female and 72% of those appointed were female. This demographic impacts on the gender pay gap for the College as only 28% of newly appointed staff are male and only 12% of new recruits to lower and lower-middle quartiles were male.

The College is a Living Wage Employer, committed to implementing the Foundation Living Wage increase each November.

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 6 months of employment and leavers. Feedback received relates to personal and career development as opposed to pay and reward and action is being taken accordingly
 - 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.

Going forward, we will additionally be monitoring:

- the numbers of men and women working flexibly and the level within the organisation

- the number of men and women who return to their original job after maternity or other parental leave
 - the number of men and women still working a year after they took maternity or other parental leave.
- **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
 - In the period April 2019 to early March 2020, the methods of advertising jobs and promoting careers at the College have been reviewed. Holding recruitment events to focus on specific roles, as well as promoting working at the College on student open days has helped to increase applicants. These events enable interested applicants to talk directly to line managers and those already undertaking the roles before deciding whether or not to apply. However, Covid restrictions have halted these events since late March 2020.
 - 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**
 - 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 recognises that none of these initiatives alone will remove the gender pay gap and it will be a number of years before some have any impact at all. However, the College remains committed to reporting progress on an annual basis and to adjust its plans accordingly.

I confirm that the information in this statement is accurate.

Hilary Bright
Director of HR Services