

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 2021.

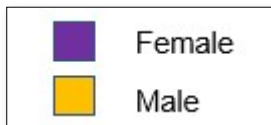
The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Split



64%

36%



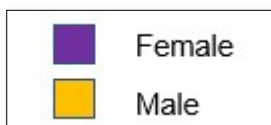
- There were 988 paid staff as at 31 March 2021.
- 629 were female; 359 male.
- The lowest hourly rate for female staff was for 3 female apprentices £8.72. Lowest female hourly rate excluding these apprentices was £9.50.
- As no male apprentices were employed in 2020/21, the lowest hourly rate for male staff was £9.50 per hour.

Mean Gender Pay Gap



Mean Gap

7.21%



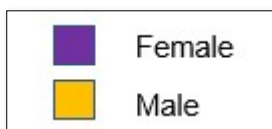
- Average (Mean) hourly rate:
 - Female £16.59
 - Male £17.88
- Previous Years Gap = 6.81%

Median Gender Pay Gap



Median Gap
19.72%

- Average (Mean) hourly rate:
 - Female £14.57
 - Male £18.15
- Previous Years Gap = 15.32%

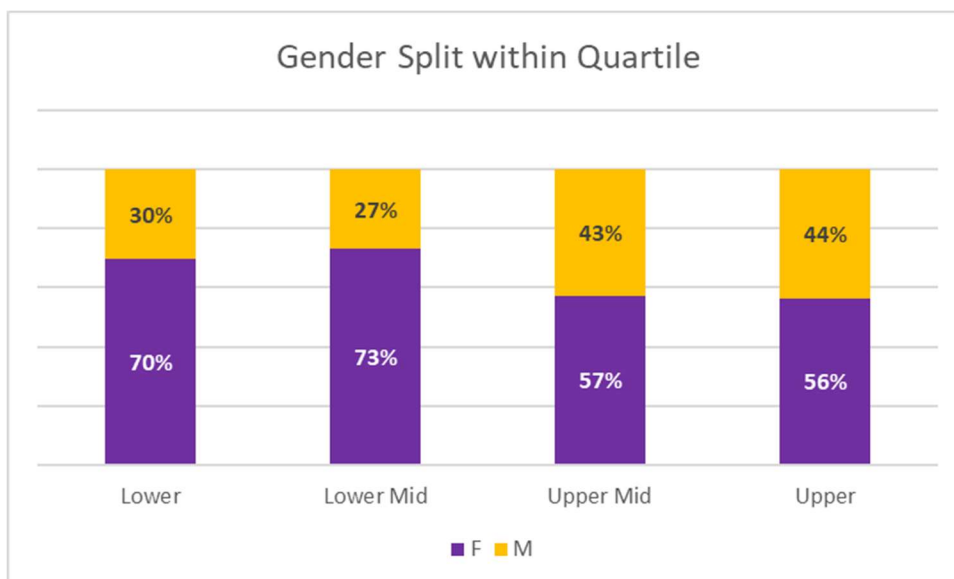


Bonus Gender Pay Gap

City College Norwich no longer pays bonuses to staff.

Gender Pay Rate Quartiles

The chart below divides the College's workforce in quartiles, based on their hourly pay rate, with "upper" representing the 25% of employees with the highest hourly pay rates and "lower" representing the 25% of staff with the lowest hourly pay rates.



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 increased by nearly 0.4% to 7.21% and the median by 4.4% to 19.72%.

The College's median gender pay gap is 4% larger than the national figure (source ONS 2021) but nearly 6% points smaller than the average for the education sector (25.4%).

The College's mean gender pay gap is 8% points smaller than the national average (source ONS 2021) and over 10% points smaller than the average mean gender pay gap for the education sector (17.5%).

In the year to 31 March 2021, the percentage breakdown for each staff group was as follows:

	No. of staff in this group	% Male	% Female
Support	467	27.6	72.4
Teaching	481	44.9	55.1
Managerial	40	35.0	65.0

Within all staff groups female employees are the majority. However, the largest proportion of female staff is in the support roles which impacts particularly the median salary gap due to their lower hourly pay rates.

Looking at the posts in the lower and lower-middle hourly pay rate quartiles, these include Kitchen Assistants, Learning Support Assistants, Equine Technicians and Nursery Nurses – roles that are largely part-time and/or attract mainly female applicants. In the 12 months to 31 March 2021, 25 (57%) females and 19 (43%) males applied for vacancies in the lower quartile. 59% of those appointed to these roles were female, which is sizeable decrease from the previous year when it was 88%.

There were a small number of higher level vacancies in the last 12 months and in respect of Manager vacancies 5 females applied and 2 males. 50% of those appointed were female.

The data continues to show that the gender 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 2021, 57% of applicants were female and 65% of those appointed were female. Again, the percentage of female applicants and the percentage of females appointed has reduced from the previous year.

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 3 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, including the numbers of men and women who have applications to work flexibly declined
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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
 - In the 12 months to 31 March 2021 the methods of promoting vacancies and recruiting to roles changed as a result of the pandemic. It was not possible to hold open events and interviews were held on-line. The inability to hold open events had an impact on applicant numbers, particularly to hard to fill posts.
 - 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.
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- **Promoting Flexible Working and Family Friendly Policies**
 - During lockdown, staff spent some time working from home and, as a result, the College has invited staff to apply for occasional working from home or for Flexible Working for more regular working from home arrangements. 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 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