

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 2022. 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



Split

- There were 1,138 paid staff at 31 March 2022.
- 712 were female 426 male.
- The lowest hourly rate for female staff was £6.69 (apprentice), with a male rate of £9.90 per hour (NB no male apprentice employed).
- The lowest female rate was for a 1st year, 19 year old apprentice administrator. Lowest female hourly rate excluding this was £9.90 (same as male rate).

Mean Gender Pay Gap



Mean Gap

6.8%

- Average (Mean) hourly rate

Female £16.95
Male £18.15
Gap **£1.20**

Median Gender Pay Gap



Median Gap

17.6%

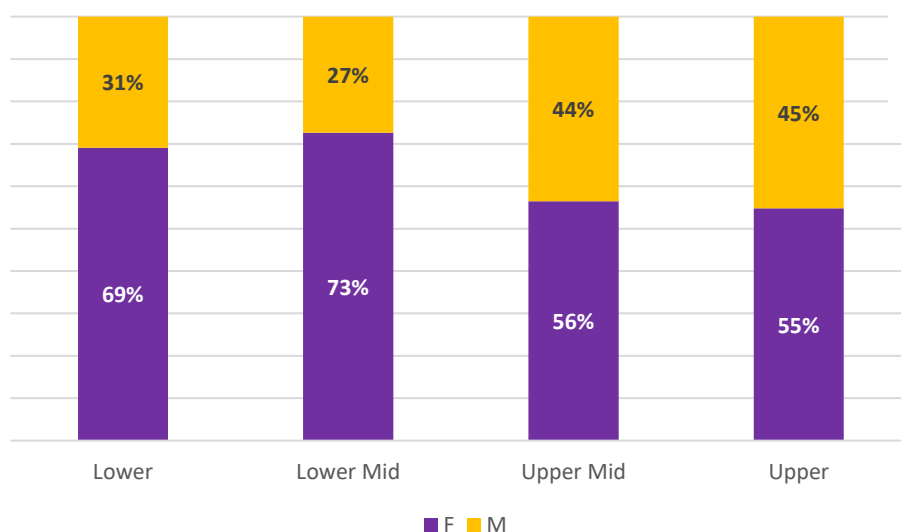
- Median hourly rate

Female £14.86
Male £17.72
Gap **£2.86**

Bonus Gender Pay Gap

City College Norwich does not pay bonuses to staff.

Gender Pay Gap Quartiles



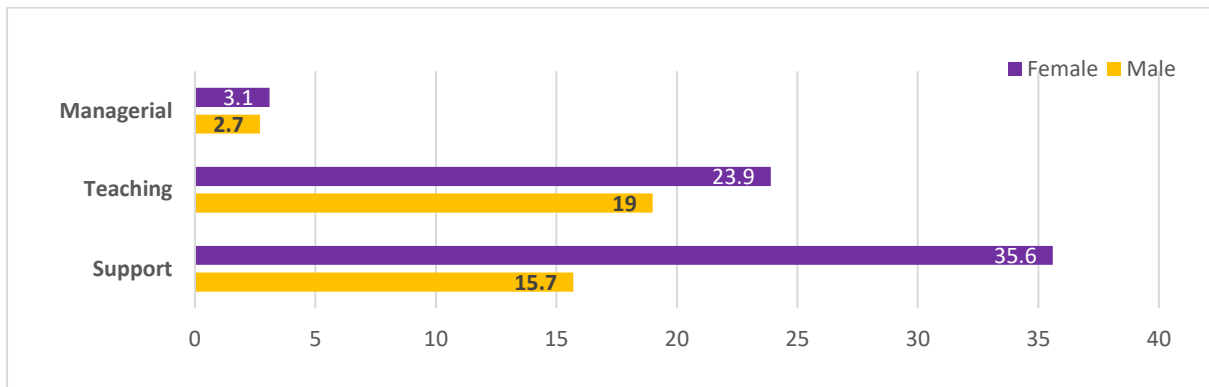
	CCN 2022	CCN 2021	Difference from previous year	ONS Average 2022	CCN comparison	ONS Average for Education	CCN comparison
Mean	6.8%	7.21%	- 5.7%	13.9%	- 51%	16.1%	-58%
Median	17.6%	19.72%	- 11%	14.9%	+ 18%	22.2%	-21%

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 continues to decrease and fell by 5.7% from the previous year and the median by 11% from the previous year. The median is 18% above the national figure of 14.9% (source ONS 2022) but 21% lower than the median for the education sector (22.22%). The mean is 51% than the national mean of 13.9% and 58% lower than for the education sector (16.1%).

In the year to 31 March 2022, the percentage breakdown for each staff group was as follows:



Whilst there are more females in both management and teaching roles than males, the gender pay gap results 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. In the 12 months to 31 March 2022, 59 females and 6 males applied for these vacancies which are in the lower quartile. 89% of those appointed to these roles were female, which is a large increase from the figure of 59% in the previous year but in line with the proportion of female applicants.

There were a small number of higher level vacancies in the last 12 months and in respect of leadership roles, there were 23 female applicants and 9 male. 100% of those appointed were female.

In the 12 months up to 31 March 2022, 22 of the 29 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 2022, 70% of applicants were female and 72% of those appointed were female. This is a large increase from the previous year where 57% of applicants were female and 65% 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, although more recently reward and recognition has featured due to the cost of living crisis.
 - 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 apply to work from home for part of their working week. 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 is pleased to see that the Gender Pay Gap continues to decrease, and 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