

**NORTH EAST
SCOTLAND
COLLEGE**



**APPENDIX 3:
PAY GAP REPORT:
GENDER AND ETHNICITY: 2020**

**THE EQUALITY MAINSTREAMING AND OUTCOMES
OF NORTH EAST SCOTLAND COLLEGE**

APPENDIX 3: PAY GAP REPORT: GENDER AND ETHNICITY: 2020

Executive summary

The Equality Act 2010 has a Public Sector Equality Duty (PSED), which is supported by Specific Duties for Scotland. The Specific Duties require the reporting of gender pay gap information. This report presents an analysis of the gender pay gap at NESCol as at December 2020 compared with December 2018 and also provides wider benchmarking information. Although not required, the College also presents its ethnicity pay gap.

NESCol's *overall* mean gender pay gap (i.e. covering all staff) rose to 10.1% in December 2020, compared with 6.8% in December 2018 and its median overall gender pay gap rose to 9.7% in 2020, compared with 7.5% in 2018.

Although there is an increase in NESCol's overall figures, they are lower than UK and Scottish figures: the (median) UK gender pay gap among *all* employees in April 2020 was 15.5%, down from 17.4% in 2019 (Source: Office for National Statistics, Statistical Bulletin, Gender Pay Gap in the UK: 2020, release date: 3 November 2020).

In Scotland, in 2018, the median gender pay gap for *all* employees was 15.0% and the median gender pay gap for all employees in the public sector in Scotland in 2018 was 14.5%.

NESCol's *mean* figure is also lower than the 2018 figure for Scotland (13.9%) and the UK (17.1%) (Source: Scottish Parliament, SPICe Briefing, The Gender Pay Gap: Facts and Figures - 2018, published 4 February 2019).

NESCol's *full-time* gender mean pay gap rose to 7.1% in 2020, compared with 5.9% in 2018, although the median full-time pay gap remained at 0.0%.

These figures are also lower than in the UK where the median gender pay gap among *full-time* employees was 7.4% in April 2020, down from 9.0% in April 2019 (Source: Office for National Statistics, Statistical Bulletin, Gender Pay Gap in the UK: 2020, release date: 3 November 2020) and the median *full-time* gender pay gap in Scotland was 5.7% in 2018.

The *mean* full-time gender pay gap in Scotland in 2018 was 10.2% and in the UK was 13.7% (Source: Scottish Parliament, SPICe Briefing, The Gender Pay Gap: Facts and Figures - 2018, published 4 February 2019).

There are different ways of calculating the part-time gender pay gap:

- **Comparing women's part-time average figure with the men's overall figure, as this number allows for comparability to the headline figure**
- **Comparing the women's part-time average figure with the men's part-time average figure for a like with like comparison. This figure reflects that a greater number of women work part-time than men**
- **According to Close the Gap, August 2016 and the Equality and Human Rights Commission (EHRC), 2011, the part-time pay gap is calculated by comparing women's part-time average hourly pay with men's full-time and is illustrative of the concentration of part-time work in lower grade jobs**

The College details the mean and median for each of these different methods of calculation for the College in this report.

Focussing on the Close the Gap and EHRC methodology, the College's mean *part-time* gender pay gap rose to 22.9% in 2020, compared with 21.9% in 2018 and its median part-time gender gap rose to 22.8% in 2020, compared with 20.2% in 2018. However, these figures are lower than the mean 2018 figures for Scotland (29.7%) and the UK (32.6%) and the median figures for Scotland at 33.6% and 36.1% in the UK (Source: Scottish Parliament, SPICe Briefing, The Gender Pay Gap: Facts and Figures - 2018, published 4 February 2019).

There are a number of reasons for the increase in the College's gender pay gap figures which are presented in this report. These relate to changes in the numbers and gender balance within the different grades in the College, but which have a cumulative effect on the mean and median figures which are used to calculate the gender pay gap.

To highlight some of the findings in this report, at the most senior levels, the College now has a new Principal, who is male (previously, the Principal was female). The Executive Team has reduced in numbers since 2018 and is currently all male.

The number of female staff, overall, rose from 332 in 2018 to 338 in 2020, but the number of full-time female staff fell from 186 in 2018 to 167 in 2020, although the number of part-time female staff rose from 146 in 2018 to 171 in 2020. This increase in part-time numbers is across both lecturing and support staff.

Conversely, the number of male staff, overall, fell from 276 in 2018 to 272 in 2020, but the number of full-time male staff increased from 215 in 2018 to 219 in 2020, although the number of part-time male staff fell from 61 in 2018 to 53 in 2020. This decrease in part-time numbers is across both lecturing and support staff.

With regards to lecturing staff, there were 300 lecturing staff (promoted and un-promoted) in 2020, compared with 297 in 2018. The total number of female lecturers (139) was the same in 2020 and in 2018, but there was a reduction in the number of full-time female lecturers from 87 in 2018 to 78 in 2020 and an increase in the number of part-time female lecturers from 52 to 61.

However, there was an increase in the number of male lecturing staff from 158 in 2018 to 161 in 2020, with there being an increase in the number of full-time male lecturers from 135 to 140 and a decrease in the number of part-time male lecturers from 23 to 21.

There was an increase in the number of female support staff from 193 in 2018 to 199 in 2020, but a reduction in the number of full-time female support staff from 99 to 89 and an increase in the number of part-time female support staff from 94 to 110. Conversely, there was a decrease in the number of male support staff from 118 in 2018 to 111 in 2020, with there also being a decrease in the number of full-time male support staff (from 80 to 79) and part-time male support staff (from 38 to 32).

In terms of support staff grades, there have been changes to the numbers and staff profile in most grades, but notably, there has been a small increase in the number of female staff in grades 1-5 (from 89-91), but a decrease in the number of male staff (from 27 to 21). However, the number of women working full-time in these grades has decreased from 34 in 2018, to 30 in 2020, but the number of women working part-time has increased from 55 to 61. The number of male staff in these grades has reduced overall (from 27 in 2018 to 21 in 2020), in full-time posts (from 18 to 16) and in part-time posts (from 9 to 5).

These are the lowest - and lowest paid - support staff grades and illustrate a clear predominance of female staff overall, as well as across full-time and part-time work.

All of these factors impact on the mean and median figures that are used to calculate the gender pay gap - overall, full-time and part-time.

The College is committed to reducing the gender pay gap and had planned to set up focus groups to understand why there are such a number of women in lower graded support posts and in part-time posts, which impacts on the gender pay gap figures. These were postponed due to COVID, but will be picked up as soon as it is safe to do so. The outcome from the focus groups will be used to determine if there are any actions the College should be taking and will include considering the impact of flexible working, particularly in light of the impact of COVID-19.

It should be noted that the College has a median ethnicity pay gap of 0.0% and a mean ethnicity pay gap of -7.0% (in favour of those in a "Black/Asian/Minority Ethnic/Mixed" (BAME) ethnicity category). This can be explained by the College having small numbers of staff in a BAME ethnicity category, the majority of whom are at the top of the un-promoted lecturing scale.

Public Sector Equality Duty

The Equality Act 2010 has Public Sector Equality Duty (PSED) which consists of a general duty that is underpinned by Specific Duties that are set out in the secondary legislation which accompanies the act, namely the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended).

The general duty consists of 3 main needs (set out in section 149 of the Equality Act 2010) which require due regard to the need to:

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010**
- **Advance equality of opportunity between people from different protected characteristic groups, considering the need to:**
 - **Remove or minimise disadvantages suffered by people due to their protected characteristics**
 - **Meet the needs of people with protected characteristics**
 - **Encourage people with protected characteristics to participate in public life or in other activities where their participation is low**
- **Foster good relations between people from different protected characteristic groups, tackling prejudice and promoting understanding between people from different groups**

The Specific Duties are intended to assist public bodies meet the general duty. This includes publishing gender pay gap information.

Sources:

The public sector equality duty: specific duties for Scotland (revised), David Bass, Equality Challenge Unit, February 2017, available online at: www.advance-he.ac.uk/knowledge-hub/public-sector-equality-duty-specific-duties-scotland-revised
Accessed: 16 February 2021

Equality Act 2010 Public Sector Equality Duty (Section 149), available online at:
www.legislation.gov.uk/ukpga/2010/15/section/149
Accessed 16 February 2021

Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, available online at:
www.legislation.gov.uk/ssi/2012/162/contents/made
Accessed: 16 February 2021

Notes to the Analysis

The data in this report are based on figures as at December 2020 and are compared with data from December 2018, as well as national figures.

Employees with 2 posts at the College have been counted twice (i.e. once for each post) to allow for the posts being at different grades and different rates of pay. Student interns have also been included.
In December 2020, the College had 610 employees, compared with 608 in December 2018.

Please note that throughout this report, figures are rounded.

Pay Gap Calculations

In order to calculate the gender pay gap, the following methodology was used (Source: Close the Gap, Public Sector Equality Duty: Guidance for Reporting on Gender and Employment, Equal pay, and Occupational Segregation, August 2016 p32-33):

A = (mean) hourly rate of pay of male employees
B = (mean) hourly rate of pay of female employees

$$\frac{A - B}{A} \times 100$$

(note: figures are rounded)

The same formula was used to calculate the median pay gap.

The College has presented both the mean and median figures for the following reasons:

“The mean average is calculated by adding all individual employees’ hourly rate of pay and dividing by the total number of employees. The mean is a useful measure as it includes the highest and lowest rates of pay, and because those on the highest rates of pay tend to be men, and those on the lowest are more likely to be women, it captures a more complete picture of the pay gap.

The median average is calculated by listing all employees’ hourly rate of pay, and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay, and gives a more accurate representation of the ‘typical’ difference. However, because of this, it can obscure gendered pay differences”

Source: Close the Gap, Public Sector Equality Duty: Guidance for Reporting on Gender and Employment, Equal pay, and Occupational Segregation, August 2016 p31, available online at:
www.closesthegap.org.uk/content/resources/Close-the-Gap-PSSED-guidance-on-gender-and-employment-2016.pdf
Accessed: 10 December 2020

Overall Gender Pay Gap

The combined, or overall, pay gap figure provides the most complete picture in relation to gendered pay inequalities (**Source:** Close the Gap, Public Sector Equality Duty: Guidance for Reporting on Gender and Employment, Equal pay, and Occupational Segregation, August 2016 p31), available online at:

www.closesthegap.org.uk/content/resources/Close-the-Gap-PSED-guidance-on-gender-and-employment-2016.pdf
Accessed: 10 December 2020

The College's overall pay gap figures (for both mean and median) includes all employees, including all full-time and part-time employees, and employees on permanent and fixed-term contracts. Student interns are also included. Employees with 2 posts at the College have been counted twice (i.e. once for each post) to allow for the posts being at different grades and different rates of pay.

The pay gap percentage figures were calculated on the basis of the following hourly rates:

| | £ |
|-------------------------------|-------|
| All male mean hourly rate | 22.07 |
| All male median hourly rate | 23.27 |
| All female mean hourly rate | 19.83 |
| All female median hourly rate | 21.02 |

The combined, or overall, gender pay gap figure for NESCol at December 2020 is as follows and is compared with the previously reported gender pay gap as at July 2018 and December 2018:

Overall gender pay gap (%)

| | December 2020 | December 2018 | July 2016 |
|---------------|---------------|---------------|-----------|
| Mean | 10.1 | 6.8 | 14 |
| Median | 9.7 | 7.5 | 15 |

Please note that throughout this report, figures are rounded.

Full-time gender pay gap

The full-time pay gap is calculated by comparing women's full-time average hourly pay with men's full-time average hourly pay (Source: Close the Gap, August 2016).

The pay gap percentage figures were calculated on the basis of the following hourly rates:

| | £ |
|-------------------------------------|-------|
| Male full-time mean hourly rate | 23.36 |
| Male full-time median hourly rate | 23.27 |
| Female full-time mean hourly rate | 21.70 |
| Female full-time median hourly rate | 23.27 |

The same formula as outlined earlier, was used to calculate the full-time pay gap.

The full-time gender pay gap figure for NESCol at December 2020 is as follows and is compared with the previously reported full-time gender pay gap as at December 2018 and July 2016:

Full-time gender pay gap (%)

| | December 2020 | December 2018 | July 2016 |
|---------------|---------------|---------------|-----------|
| Mean | 7.1 | 5.9 | 11 |
| Median | 0.0 | 0.0 | 12 |

Part-time gender pay gap

The part-time gender pay gap can be calculated in different ways:

According to Close the Gap, August 2016 and the Equality and Human Rights Commission (EHRC), 2011, the part-time pay gap is calculated by **comparing women's part-time average hourly pay with men's full-time**. This is usually much higher than the combined figure and illustrative of the concentration of part-time work in lower grade jobs (source: Close the Gap, 2016).

Sources:

Close the Gap, Public Sector Equality Duty, Guidance for reporting on gender and employment, equal pay and occupational segregation, August 2016, available online at:

www.closesthegap.org.uk/content/resources/Close-the-Gap-PSED-guidance-on-gender-and-employment-2016.pdf

Accessed: 10 December 2020

Equality and Human Rights Commission, Briefing Paper 2, Gender pay gaps, David Perfect, 2011, available online at:

www.equalityhumanrights.com/sites/default/files/briefing-paper-2-gender-pay-gap_0.pdf

Accessed: 10 December 2020

The pay gap percentage figures were calculated on the basis of the following hourly rates:

| | £ |
|-------------------------------------|-------|
| Male full-time mean hourly rate | 23.36 |
| Male full-time median hourly rate | 23.27 |
| Female part-time mean hourly rate | 18.01 |
| Female part-time median hourly rate | 17.96 |

This calculation gives a part-time gender pay gap figure for NESCol at December 2020 as follows and is compared with the previously reported part-time gender pay gap as at December 2018 and July 2016.

Part-time gender pay gap, women part-time compared with men full-time (%)

| | December 2020 | December 2018 | July 2016 |
|---------------|---------------|---------------|-----------|
| Mean | 22.9 | 21.9 | 23 |
| Median | 22.8 | 20.2 | 22 |

A more recent document from Close the Gap states that *"The denominator used to calculate the gender pay gap is normally either the men's full-time or overall figure"* (Source: Close the Gap, Working Paper 17, Gender Pay Gap Statistics, March 2017) available online at: www.closesthegap.org.uk/content/resources/Briefing17.pdf

Accessed: 10 December 2020

The document goes on to state that *"It can be useful to provide an analysis of the part-time pay gap using the men's overall figure, as this number allows for comparability to the headline figure. The men's overall figure captures both full and part-time male workers, so is a useful way to measure women's part-time earnings against an average of all male earnings which has taken into consideration part-time male workers, but which is still balanced for women's lower earnings"* (Source: Close the Gap, Working Paper 17, Gender Pay Gap Statistics, March 2017).

For this reason, NESCol also details the **part-time gender pay gap compared with the men's overall figure:**

| | £ |
|-------------------------------------|-------|
| All male mean hourly rate | 22.07 |
| All male median hourly rate | 23.27 |
| Female part-time mean hourly rate | 18.01 |
| Female part-time median hourly rate | 17.96 |

This calculation gives the College a part-time pay gap (women part-time compared with men overall) of in December 2020:

Mean: 18.4%
Median: 22.8%

This compares with December 2018:

Mean: 16.4%
Median: 20.2%

The Close the Gap document goes on to state that "Most analyses provide a figure that uses a like with like comparison for example men's full-time earnings as the denominator for the full-time figure and part-time compared to part-time for the part-time pay gap. " (Source: Close the Gap, Working Paper 17, Gender Pay Gap Statistics, March 2017).

For this reason, NESCol details the **part-time gender pay gap when compared with the part-time men's figure:**

| | £ |
|-------------------------------------|-------|
| Male part-time mean hourly rate | 16.70 |
| Male part-time median hourly rate | 16.88 |
| Female part-time mean hourly rate | 18.01 |
| Female part-time median hourly rate | 17.96 |

This calculation gives NESCol a part-time pay gap (women part-time compared with men part-time) of in December 2020:

Mean: -7.8% (ie in favour of women)
Median: -6.4% (ie in favour of women)

This compares with December 2018:

Mean: -11.4% (ie in favour of women)
Median: -8.4% (ie in favour of women)

Gender Pay Gap Comparisons

In order to put the College's figures into perspective, the pay gap figures for Scotland and the UK are presented and then compared with NESCol's figures.

Scottish Gender Pay Gap figures, 2018

According to the Scottish Parliament, SPICe Briefing, The Gender Pay Gap: Facts and Figures - 2018, published 4 February 2019, available online at:
<https://sp-bpr-en-prod-cdnep.azureedge.net/published/2019/2/4/The-gender-pay-gap-facts-and-figures---2018/SB%2019-08.pdf>

Accessed: 16 November 2020

In Scotland, in 2018, the **median** gender pay gap for *all* employees was 15.0%, which compared with the UK figure of 17.9% (p10). The median *full-time* gender pay gap (p8) in Scotland was 5.7%, compared with 8.6% in the UK and the median *part-time* gender pay gap (p12) in Scotland -7.8%, compared with -4.4% in the UK.

The median gender pay gap for all employees in the public sector (p23) in Scotland in 2018 was 14.5%.

On p12, the report says that as women are more likely to make up the majority of people in part-time employment, according to Close the Gap, it is relevant to compare women's part-time earnings with men's full-time earnings. Using this measure, the pay gap for *women working part-time, compared with men who work full-time*, was 33.6% in Scotland, compared with 36.1% in the UK.

P10 of the report details that "41% of women work part-time, compared with 11% of men. Women account for 78% of Scottish part-time employment".

In terms of the **mean** gender pay gap, the report, p13 outlines the following:

Mean gender pay gaps for Scotland and the UK - 2018

| | All employees | Full-time | Part-time | Full-time men & part-time women |
|-----------------|---------------|-----------|-----------|---------------------------------|
| Scotland | 13.9% | 10.2% | -2.1% | 29.7% |
| UK | 17.1% | 13.7% | 7.2% | 32.6% |

The report, p13, explains a potential reason for the difference between the mean (-2.1%) and median (-7.8%) is due to the fact that although women make up the majority of part-time workers, men are more likely to work in senior, higher paid roles. This means that a small number of high earning men who work part-time can have a large impact on the mean pay gap.

UK gender pay gap figures, April 2020

According to the Office for National Statistics, Statistical Bulletin, Gender Pay Gap in the UK: 2020, release date: 3 November 2020, available online at:

www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020

Accessed: 16 November 2020

The (median) gender pay gap among *all* employees in April 2020 was 15.5%, down from 17.4% in 2019. The gender pay gap among *full-time* employees was 7.4% in April 2020, down from 9.0% in April 2019. The part-time gender pay gap in 2020 was -2.9%, compared with -3.5% in 2019.

National figures compared with NESCol figures

The following tables, based on the figures outlined earlier in this report, make it easier to compare NESCol's gender pay gap figures with national gender pay gap figures.

Gender pay gap: *median* figures (%):

| | Overall | Full-time | Part-time (women P/T & men P/T) | Part-time (women P/T and men F/T) |
|----------------------|---------|-----------|---------------------------------|-----------------------------------|
| NESCol 2020 | 9.7% | 0.0% | -6.4% | 22.8% |
| Scotland 2018 | 15.0% | 5.7% | -7.8% | 33.6% |
| UK 2018 | 17.9% | 8.6% | -4.4% | 36.1% |
| UK April 2020 | 15.5% | 7.4% | -2.9% | - |
| UK April 2019 | 17.4% | 9.0% | -3.5% | - |

Gender pay gap: mean figures (%):

| | Overall | Full-time | Part-time (women P/T & men P/T) | Part-time (women P/T & men F/T) |
|---------------|----------------|------------------|--|--|
| NESCol 2020 | 10.1% | 7.1% | -7.8% | 22.9% |
| Scotland 2018 | 13.9% | 10.2% | -2.1% | 29.7% |
| UK 2018 | 17.1% | 13.7% | 7.2% | 32.6% |
| UK April 2020 | - | - | - | - |
| UK April 2019 | - | - | - | - |

Commentary on NESCol's gender pay gap figures

There has been an increase in NESCol's overall median (9.7% in 2020, compared with 7.5% in 2018) and mean (10.1% in 2020, compared with 6.8% in 2018) gender pay gap.

There has been an increase in the College's mean full-time gender pay gap (7.1% in 2020, compared with 5.9% in 2018), although the median remains the same at 0.0%, meaning that there is no median gender pay gap.

As the College's overall gender pay gap figures are higher than the full-time figures, this would indicate that part-time work contributes to the overall gender pay gap.

One of the College's Equality Outcomes 2017-21 (Outcome 1) is to reduce the gender pay gap by addressing the causes of inequality to create a more equal and balanced workforce with men and women being more equally represented at all levels in the organisation. However, since 2018, the gender pay gap has risen.

There are a number of reasons for this. These relate to changes in the numbers and gender balance within the different grades in the College and which have a cumulative impact on the mean and median figures which are used to calculate the gender pay gap.

The College now has a new Principal, who is male (previously, the Principal was female). The Executive Team has reduced in number since 2018 and is currently all male.

At Professional Officer (PO) level there are 12 female staff and 11 male staff in 2020. This compares with 12 female staff and 10 male staff in 2018.

In terms of the College's support grades, the greatest number of female staff are in support staff grades 1-5.

Grades 1-5:

| | Female | | | Male | | | Totals |
|-------------|---------------|-----------|-------|-------------|-----------|-------|---------------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| 2020 | 30 | 61 | 91 | 16 | 5 | 21 | 112 |
| 2018 | 34 | 55 | 89 | 18 | 9 | 27 | 116 |

This table illustrates that, although the overall number of staff in these grades has decreased from 116 to 112, the number of female staff in lower graded support posts 1-5 has increased slightly from 89 in 2018 to 91 in 2020, whereas the number of male staff has reduced from 27 in 2018 to 21 in 2020.

It is also of note that the number of female staff working part-time in these grades has increased from 55 in 2018 to 61 in 2020 and that the number of women working full-time in these grades has decreased from 34 in 2018, to 30 in 2020. The number of male staff in these grades has reduced overall, in full-time posts and in part-time posts.

Grade 6:

| | Female | | | Male | | | Totals |
|-------------|-----------|-----------|-------|-----------|-----------|-------|--------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| 2020 | 7 | 16 | 23 | 10 | 10 | 20 | 43 |
| 2018 | 14 | 11 | 25 | 9 | 11 | 20 | 45 |

This shows a more equal proportion of male and female staff than in grades 1-5 and 7-9. This can be explained by this being the grade for Instructors/Assessors (teaching staff).

This table illustrates that there has been a decrease in the number of female staff from 25 in 2018 to 23 in 2020, with there being a decrease in the number of full-time female staff from 14 in 2018 to 7 in 2020 and an increase in the number of part-time female staff from 11 in 2018 to 16 in 2020.

The number of male staff has remained constant at 20 in both 2018 and 2020, although there has been a small decrease in the number working full-time and a small increase in the number working part-time.

Grades 7-9:

| | Female | | | Male | | | Totals |
|-------------|-----------|-----------|-------|-----------|-----------|-------|--------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| 2020 | 28 | 25 | 53 | 25 | 4 | 29 | 82 |
| 2018 | 25 | 23 | 48 | 26 | 4 | 30 | 78 |

This table illustrates that there has been an increase in the number of staff at these grades from 78 in 2018 to 82 in 2020.

There has been an increase in the number of women (overall, full-time and part-time) from 2018 to 2020, but a small decrease in the number of male (full-time) staff.

Grades 10-12:

| | Female | | | Male | | | Totals |
|-------------|-----------|-----------|-------|-----------|-----------|-------|--------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| 2020 | 13 | 3 | 16 | 14 | 0 | 14 | 30 |
| 2018 | 13 | 1 | 14 | 14 | 0 | 14 | 28 |

This table shows that there has been an increase in the number of staff at these grades from 28 in 2018 to 30 in 2020, with this increase being attributable to female staff.

The profile for student interns remains the same in 2020 as it was in 2018 i.e. there are 17 student interns, with the overwhelming majority being male. Student interns are included for gender pay gap purposes, as they are paid as staff, although they work for short, limited periods of time. However, as gender pay gap report is at December 2020 and as they are paid by the College at student internship rates (National Minimum Wage) they have been included in this report. However, as these intern figures are the same in 2020 as they were in 2018, this will not impact on the reasons for the changes in the College's gender pay gap.

With regards to lecturing staff, the tables below illustrate that the number of female (promoted and un-promoted) lecturing staff has remained constant, but there has been an increase in the number of un-promoted male lecturing staff and a reduction in the number of promoted male lecturing staff.

December 2020:

| Category | Female | Male | Total |
|-------------------|--------|------|-------|
| Lecturer | 125 | 139 | 264 |
| Promoted Lecturer | 14 | 22 | 36 |
| Totals | 139 | 161 | 300 |

December 2018:

| Category | Female | Male | Total |
|-------------------|--------|------|-------|
| Lecturer | 125 | 134 | 259 |
| Promoted Lecturer | 14 | 24 | 38 |
| Totals | 139 | 158 | 297 |

The overall staff profile by lecturing and support and including by full-time and part-time is detailed below for 2020:

| Category | Female | | | Male | | | Totals |
|---|-----------|-----------|-------|-----------|-----------|-------|--------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| Lecturer (promoted & un-promoted) | 78 | 61 | 139 | 140 | 21 | 161 | 300 |
| Support (inc. Interns & Executive Team) | 89 | 110 | 199 | 79 | 32 | 111 | 310 |
| Total | 167 | 171 | 338 | 219 | 53 | 272 | 610 |

This compares with the overall staff profile by lecturing and support and including by full-time and part-time for 2018:

| Category | Female | | | Male | | | Totals |
|---|-----------|-----------|-------|-----------|-----------|-------|--------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | |
| Lecturer (promoted & un-promoted) | 87 | 52 | 139 | 135 | 23 | 158 | 297 |
| Support (inc. Interns & Executive Team) | 99 | 94 | 193 | 80 | 38 | 118 | 311 |
| Total | 186 | 146 | 332 | 215 | 61 | 276 | 608 |

Although the overall staff headcount (which includes student interns and where staff with 2 posts have been counted twice) has remained relatively consistent - 610 in 2020, compared with 608 in 2018, the make-up of the staff profile has changed, which can explain why there has been a change in the College's mean and median overall, full-time and part-time gender pay gap figures.

The number of female staff, overall, rose from 332 in 2018 to 338 in 2020, but the number of full-time female staff fell from 186 in 2018 to 167 in 2020, although the number of part-time female staff rose from 146 in 2018 to 171 in 2020.

Conversely, the number of male staff, overall, fell from 276 in 2018 to 272 in 2020, but the number of full-time male staff increased from 215 in 2018 to 219 in 2020, although the number of part-time male staff fell from 61 in 2018 to 53 in 2020.

The total number of female lecturers (139) was the same in 2020 and in 2018, but there was a reduction in the number of full-time female lecturers from 87 in 2018, to 78 in 2020 and an increase in the number of part-time female lecturers from 52 in 2018 to 61 in 2020.

However, there was an increase in the number of male lecturing staff from 158 in 2018 to 161 in 2020, with there being an increase in the number of full-time male lecturers from 135 in 2018 to 140 in 2020 and a decrease in the number of part-time male lecturers from 23 in 2018 to 21 in 2020.

There was an increase in the number of female support staff from 193 in 2018 to 199 in 2020, but a reduction in the number of full-time female support staff from 99 in 2018 to 89 in 2020 and an increase in the number of part-time female support staff from 94 in 2018 to 110 in 2020.

Conversely, there was a decrease in the number of male support staff from 118 in 2018 to 111 in 2020, with the number of full-time male staff being relatively consistent (80 in 2018; 79 in 2020), but with there being a decrease in the number of part-time male staff from 38 in 2018 to 32 in 2020.

In terms of the support staff grades, there has been an increase in the number of female staff in grades 1-5 (from 89-91), but a decrease in the number of male staff (from 27 to 21). These are the lowest support staff grades and illustrate a clear predominance of female staff.

There has been a decrease in the number of female staff at grade 6 (from 25 to 23), but the number of male staff remained the same (20). At grades 7-9, there was an increase in the number of female staff (from 48 to 53), but a small decrease in the number of male staff (from 30 to 29). At grades 10-12, there was an increase in the number of female staff (from 14 to 16), whereas the number of male staff remained the same at 14. At Professional Officer level, the number of women remained the same (12) whereas there was a small increase in the number of male staff (from 10 to 11). Since the last gender pay gap report, the Executive Team has changed due to the previous Principal leaving, and is now all male.

There has been a reduction in the number of full-time female staff from 186 in 2018 to 167 in 2020, but an increase in the overall number of part-time female staff from 146 in 2018 to 171 in 2020. This increase in part-time numbers is across both lecturing and support staff.

Conversely, there has been an increase in the number of male full-time staff from 215 in 2018 to 219 in 2020 and a decrease in the number of part-time male staff from 61 in 2018 to 53 in 2020. This decrease in part-time numbers is across both lecturing and support staff.

| | Female part-time staff | | Male part-time staff | |
|-----------------|------------------------|------|----------------------|------|
| | 2018 | 2020 | 2018 | 2020 |
| Lecturing staff | 52 | 61 | 23 | 21 |
| Support Staff | 94 | 110 | 38 | 32 |
| Total | 146 | 171 | 61 | 53 |

All of the factors outlined in this section of the report have an impact on the mean and median figures that are used to calculate the gender pay gap - overall, full-time and part-time.

A contributing factor to the gender pay gap is occupational segregation and this is explored in the College's Occupational Segregation Report 2020: Gender. Although the data for the Occupational Segregation Report 2020: Gender was at 31 July 2020 and the data in this report is at 1 December 2020 (to allow time for the various reports to be written), both reports detail a concentration of female staff in lower graded and paid support staff posts (grades 1-5) as well as a concentration of female staff in part-time posts.

Next Steps

The College is committed to reducing the gender pay gap and had planned to set up focus groups to understand why there are such a number of women in lower graded support posts and in part-time posts and if there are any barriers to progression. These were postponed due to COVID, but will be picked up as soon as it is safe to do so. The outcome from the focus groups will be used to determine if there are any actions the College should be taking and will include considering the impact of flexible working, particularly in light of the impact of COVID-19.

Use of Pay Gap Information

The College's commitment to deal with the gender pay gap is acknowledged in its Equal Pay Statement and Policy.

Ethnicity Pay Gap

Although not required, the College also reports its ethnicity pay gap as at December 2020.

The College has used the same methodology as detailed in the gender pay gap report to calculate its ethnicity pay gap:

$\frac{A - B}{A}$

X 100
(note: figures are rounded)

In this case:

A = (mean) hourly rate of pay of employees in a "White" ethnicity category

B = (mean) hourly rate of pay of employees in a "Black/Asian/Minority Ethnic/Mixed" (BAME) ethnicity category

The same formula was used to calculate the median pay gap.

| | £ |
|------------------------------------|-------|
| White ethnicity mean hourly rate | 21.16 |
| White ethnicity median hourly rate | 23.27 |
| BAME mean hourly rate | 22.65 |
| BAME median hourly rate | 23.27 |

This calculation gives NESCol the following ethnicity pay gap:

Mean: -7.0% (ie in favour of BAME ethnicity)

Median: 0.0%

These figures can be explained by the College having small numbers of staff in a “Black/Asian/Minority Ethnic/Mixed” (BAME) ethnicity category, the majority of whom are at the top of the un-promoted lecturing scale.

For further information on the College’s ethnicity profile, please refer to the College’s Occupational Segregation: Race/Ethnicity: 2020 Report and the College’s Staff Equality Report.