

NORTH EAST
SCOTLAND
COLLEGE



PAY GAP REPORT:

GENDER AND ETHNICITY: 2022



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 2022 compared with December 2020 and 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 11.7% in December 2022, compared with 10.1% in December 2020 and 6.8% in December 2018, but its **median** overall gender pay gap was 9.4% in December 2022, compared with 9.7% in 2020 and 7.5% in 2018.

According to the Office for National Statistics (ONS), the overall median gender pay gap was 14.9% in the UK in April 2022.

The overall mean gender pay gap in Scotland was 10.1% and the median 11.5% in Scotland in 2021, according to Close the Gap, March 2022, Gender Pay Gap Statistics.

NESCol's full-time gender **mean** pay gap rose to 9.7% in December 2022, compared with 7.1% in 2020 and 5.9% in 2018, and the **median** full-time pay gap rose to 0.5% in December 2022, compared with 0.0% in 2020 and 2018.

According to the ONS, among full-time employees the median gender pay gap in the UK in April 2022 was 8.3%.

The mean full-time gender pay gap was 6.6% and the median 3.6% in Scotland in 2021, according to Close the Gap, March 2022, Gender Pay Gap Statistics.

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 was 21.5% in December 2022, compared with 22.9% in 2020 and 21.9% in 2018 and its **median** part-time gender gap was 16.0% in December 2022, compared with 22.8% in 2020 and 20.2% in 2018.

According to Close the Gap, March 2022, Gender Pay Gap Statistics, comparing women's part-time average hourly pay with men's full-time, the median part-time pay gap in Scotland in 2021, was 32.4% and the mean was 26.9%.

Reasons for the changes in the College's gender pay gap figures can be explained by changes in the number of male and female staff at different grades and levels, which are highlighted in the report.

Research indicates that a gender pay gap exists largely because women take on the bulk of caring and childcare responsibilities and many move to part-time work, which is less well paid, after the birth of a child. A lack of quality flexible working options and women undertaking a disproportionate share of unpaid household work also contribute to the pay gap.

In 2022, factors contributing to NESCol's gender pay gap figures, include:

There has been an increase in the number of female staff and a decrease in the number of male staff, but there continues to be a predominance of female staff in the lower paid support staff grades 1-5 (95 women; 20 men in 2022); a greater number of promoted lecturing staff continue to be male (30 men; 19 women in 2022, with the majority of promoted lecturers working full-time (28 out of 30 male promoted lecturing staff worked full-time in 2022; 15 out of 19 female staff)); there are now more male staff (16) than female staff (15) in Grades 10-12 in 2022, with all the male staff in these grades working full-time; there are now a greater number of male staff at Professional Officer level (10 male; 8 women) in 2022, all of whom work full-time; the Executive Team is only male, with both working full-time. Overall, there has been an increase in the number of female staff in lower paid posts and an increase in the number of male staff in higher paid posts.

There also continues to be a predominance of female staff working part-time, which would be consistent with the wider statistics that are detailed in the report. In terms of the College, 179 female staff worked part-time in December 2022, compared with 171 in 2020 and 146 in 2018. This compares with 42 male staff working part-time in 2022; 53 in 2020 and 61 in 2018. There was a rise in the number of part-time female lecturing staff (65 in 2022; 61 in 2020; 52 in 2018) and in the number of part-time female support staff at Grades 10-12 (4 in 2022, compared with 3 in 2020 and 1 in 2018), but there continues to be a predominance of female staff working part-time at the lowest grades.

Of the 179 female staff working part-time in 2022, 62 were in the lowest support grades 1-5 (compared with 4 male staff); 14 were in grade 6 (compared with 6 male staff); 29 were in grades 7-9 (compared with 3 male staff). No staff at the most senior levels of Professional Officer/Executive Team work part-time.

With regards to next steps, the College 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 this academic year.

It should be noted that the College had a **median ethnicity** pay gap of 0.0% in December 2022 as well as in December 2020 and a **mean** ethnicity pay gap of -0.9% in December 2022, compared with -7.0% in 2020 (i.e. 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 (10 out of 19 staff in 2022 and 14 out of 18 staff in 2020).

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: 31 October 2022

Equality Act 2010 Public Sector Equality Duty (Section 149), available online at: www.legislation.gov.uk/ukpga/2010/15/section/149
Accessed: 17 November 2022
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Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, available online at: www.legislation.gov.uk/ssi/2012/162/contents/made
Accessed: 17 November 2022
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Notes to the Analysis

The Equality and Human Rights Commission (EHRC) defines the protected characteristic of "sex" as being a man or a woman.

Sources: Equality and Human Rights Commission, Protected Characteristics, last updated 6 July 2021, available online at: www.equalityhumanrights.com/en/equality-act/protected-characteristics#sex
Accessed: 14 November 2022


This is the definition that has been used as the basis for the gender pay gap analysis.

The data in this report are based on figures as at December 2022 and are compared with data from December 2020 and 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 2022, the College had 611 employees, compared with 610 employees in 2020 and 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, available online at: www.closesthegap.org.uk/content/resources/Close-the-Gap-PSED-guidance-on-gender-and-employment-2016.pdf.

Accessed: 31 October 2022

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-PSED-guidance-on-gender-and-employment-2016.pdf

Accessed: 31 October 2022

NESCol 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: 31 October 2022

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	22.99
All male median hourly rate	23.82
All female mean hourly rate	20.29
All female median hourly rate	21.57

The combined, or overall, gender pay gap figure for NESCol at December 2022 is as follows and is compared with previously reported gender pay gaps.

Overall gender pay gap (%)

	December 2022	December 2020	December 2018	July 2016
Mean	11.7	10.1	6.8	14
Median	9.4	9.7	7.5	15

Please note that throughout this report, figures are rounded.

NESCol 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	24.07
Male full-time median hourly rate	23.82
Female full-time mean hourly rate	21.73
Female full-time median hourly rate	23.69

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 2022 is as follows and is compared with the previously reported full-time gender pay gaps.

Full-time gender pay gap (%)

	December 2022	December 2020	December 2018	July 2016
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Mean	9.7	7.1	5.9	11
Median	0.5	0.0	0.0	12

NESCol 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: 31 October 2022

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: 31 October 2022

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

	£
Male full-time mean hourly rate	24.07
Male full-time median hourly rate	23.82
Female part-time mean hourly rate	18.89
Female part-time median hourly rate	20.02

This calculation gives a part-time gender pay gap figure for NESCol at December 2022 as follows and is compared with previously reported part-time gender pay gaps.

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

	December 2022	December 2020	December 2018	July 2016
Mean	21.5	22.9	21.9	23
Median	16.0	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: 31 October 2022

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	22.99
All male median hourly rate	23.82
Female part-time mean hourly rate	18.89
Female part-time median hourly rate	20.02

This calculation gives the College a part-time pay gap (women part-time compared with men overall, %) for NESCol at December 2022 as follows and is compared with previously reported part-time gender pay gaps. Please note that this figure was not available in 2016.

	December 2022	December 2020	December 2018
Mean	17.8	18.4	16.4
Median	16.0	22.8	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	17.46
Male part-time median hourly rate	18.93
Female part-time mean hourly rate	18.89
Female part-time median hourly rate	20.02

This calculation gives NESCol a part-time pay gap (women part-time compared with men part-time, %) at December 2022 as follows and is compared with previously reported part-time gender pay gaps. Please note that this figure was not available in 2016.

	December 2022	December 2020	December 2018
Mean	-8.2 (ie in favour of women)	-7.8% (ie in favour of women)	-11.4% (ie in favour of women)
Median	-5.8 (ie in favour of women)	-6.4% (ie in favour of women)	-8.4% (ie in favour of women)



Gender Pay Gap Comparisons

In order to put the College's figures into perspective, pay gap figures for Scotland and the UK are presented and then compared with NESCol's 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 2022	9.4	0.5	-5.8	16.0
UK, April 2022 (Source: ONS)	14.9	8.3	-2.8	-
Scotland, 2021 (Source: SPICe)	11.6	3.6	-	-
Scotland, 2021 (Source: Close the Gap)	11.5	3.6	-	32.4
Education sector, Scotland, 2021 (Source: SPICe)	17.4	-	-	-

Sources: Office for National Statistics (ONS), released 26 October 2022, ONS website, statistical bulletin, Gender pay gap in the UK: 2022 available online at: www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022#:~:text=Image%20.csv%20.xls-,The%20gender%20pay%20gap%20has%20been%20declining%20slowly%20over%20time,up%20from%207.7%25%20in%202021

Accessed: 13 December 2022

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Scottish Parliament Information Centre (SPICe) Briefing, Fraser Murray, Gender Pay Gap – 2021, available online at:

<https://sp-bpr-en-prod-cdnep.azureedge.net/published/2021/11/22/4c0daabd-bf9d-4d9f-8425-58cdbcdd7b8e/SB%2021-81i.pdf>

Accessed: 13 December 2022

Close the Gap Working Paper, March 2022, Gender Pay Gap Statistics, p5, citing ONS Annual Survey of Hours and Earnings, available online:

www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf

Accessed: 13 December 2022

Gender pay gap: mean figures [%]:

	Overall	Full-time	Part-time (women p/t & men p/t)	Part-time (women p/t and men f/t)
NESCol 2022	11.7	9.7	-8.2	21.5
Scotland 2021 (Source: Close the Gap)	10.1	6.6	-	26.9

Sources: Close the Gap, Working Paper, March 2022, Gender Pay Gap Statistics, p5, citing ONS Annual Survey of Hours and Earnings, available online at: www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf

Accessed: 13 December 2022

Reasons for the Gender Pay Gap

Literature indicates that there is a gender pay gap largely because women take on the bulk of caring and childcare responsibilities and many move to part-time work, which is less well paid, after the birth of a child. A lack of quality flexible working options and women undertaking a disproportionate share of unpaid household work also contribute to the pay gap.

Analysis from the Institute for Fiscal Studies (IFS), cited in the House of Commons Library Research Briefing "The Gender Pay Gap", p16-17, indicates that most of the gender pay gap is because women's earnings fall sharply when they become parents and stabilise at a lower level with little growth, whereas men's average earnings are largely unaffected by parenthood. Many mothers leave work for the time after the birth of a first child while many others move from full-time to part-time work.

Other factors contributing to the gender pay gap, as outlined in the House of Commons Library Research Briefing "The Gender Pay Gap" report, p17-18, include: women being more likely to enter family-friendly occupations over higher paying ones; caring responsibilities impacting on the length of time that people can spend travelling to work, with a gender commuting gap opening up after a first child is born; women needing more flexibility in their work.

Close the Gap, March 2022, p6, details that more women are employed in lower paid, part-time work, with the majority of part-time workers being women (75%). The report goes on to state, p6, that "Women's concentration in part-time work exacerbates women's concentration in low paid and insecure work, as most part-time work is found in the lowest paid jobs and sectors, making it difficult for women to combine their caring responsibility with a job that is commensurate with their skill level." The report, p25, highlights that "the lack of quality flexible working

opportunities remains a key cause of the gender pay gap. The lack of flexibility sustains women's concentration in low-paid, low-skilled work and results in women's under-representation at management level and in senior grades."

According to the Office for National Statistics, EMP01 SA, Full-time, part-time and temporary workers (seasonally adjusted), published 13 December 2022:

Note figures are in thousands:

Of the 32,773 people in employment in August-October 2022, in the UK, 8,173 were working part-time, of which 2,271 were men working part-time and 5,902 were women working part-time.

This equates to 24.9% of those in employment working part-time. Of the 8,173 people working part-time, 72.2% were women.

According to the IFS, 2021, "Men and Women at Work", p2, "The gendered roles that mothers and fathers take on appear to be largely unrelated to their relative earnings potential. Even mothers who earn more than their male partners before childbirth are more likely than their partners to reduce hours of work in the years after childbirth." The report goes on to detail, p2, that: 'Two-fifths of both men and women in the UK agree that 'a woman should stay at home when she has children under school age'. The report then details, p2: 'However, these constructs are not immutable. An accumulation of policies consistently supporting a more equal sharing of responsibilities between parents (or large policy reforms challenging gender roles) may help build up a change in attitudes that leads to permanent change in norms.'

According to the IFS, 2021, "Men and Women at Work", p2, "Gender differences in time spent doing paid work are not completely balanced out by the differences in time doing unpaid domestic work. In the UK, working-age women on average do 1.5 fewer hours of paid work and 1.8 more hours of unpaid work per day than men." The report goes on to outline on p5 that "Men's disproportionate presence in, and reward for, paid work is counterbalanced by women's disproportionate share of unpaid household work, including childcare, cooking and cleaning."

Sources: House of Commons Library Research Briefing, Brigid Francis-Devine, Lorna Booth, 7 April 2022, The gender pay gap, p16-18 available online at: <https://researchbriefings.files.parliament.uk/documents/SN07068/SN07068.pdf>

Accessed: 9 November 2022

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Institute for Fiscal Studies, Alison Andrew, Oriana Bandiera, Monica Costa-Dias, Camille Landais, 6 December 2021, Men and Women at Work, available online at: https://ifs.org.uk/sites/default/files/output_url_files/IFS-Inequality-Review-women-and-men-at-work.pdf.

Accessed: 9 November 2022

Institute for Fiscal Studies, IFS Briefing note BN223, Monica Costa Dias, Robert Joyce, Francesca Parodi, 5 February 2018, Wage progression and the gender wage gap: the causal impact of hours of work, available online https://ifs.org.uk/sites/default/files/output_url_files/BN223.pdf.

Accessed: 9 November 2022

Institute for Fiscal Studies, Robert Joyce and Agnes Norris Keiller, 7 November 2018, The 'gender commuting gap' widens considerably in the first decade after childbirth, available online <https://ifs.org.uk/articles/gender-commuting-gap-widens-considerably-first-decade-after-childbirth>.

Accessed: 9 November 2022

Close the Gap, Working Paper, March 2022, Gender Pay Gap Statistics, available online at: www.closesthegap.org.uk/content/resources/Gender-pay-gap-statistics-paper-2022.pdf.

Accessed: 10 November 2022

Office for National Statistics, EMP01 SA, Full-time, part-time and temporary workers (seasonally adjusted), published 13 December 2022, available online www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/fulltimeparttimeandtemporaryworkersseasonallyadjustedemp01sa.

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Accessed: 13 December 2022

NESCol's Gender Pay Gap

Analysis of NESCol Overall Staff Profile

In order to understand the reasons contributing to NESCol's gender pay gap, it is necessary to understand the number of male and female staff, full-time and part-time, by type of post held and by grade.

This compares with the overall staff profile by lecturing and support and including by full-time and part-time for 2022:

Category	Female			Male			Totals
	Full-time	Part-time	Total	Full-time	Part-time	Total	
Lecturer (promoted & un-promoted)	83	65	148	137	18	155	303
Support (inc. Interns & Executive Team)	92	114	206	78	24	102	308
Total	175 (28.6%)	179 (29.3%)	354 (57.9%)	215 (35.2%)	42 (6.9%)	257 (42.1%)	611 (100.0%)

This compares with the overall staff profile by lecturing and support and including by full-time and part-time 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 (27.4%)	171 (28.0%)	338 (55.4%)	219 (35.9%)	53 (8.7%)	272 (44.6%)	610 (100.0%)

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 (30.6%)	146 (24.0%)	332 (54.6%)	215 (35.4%)	61 (10.0%)	276 (45.4%)	608 (100.0%)

These tables illustrate that there has been a gradual increase in the total number and percentage of female staff (from 54.6% of headcount in 2018, to 55.4% in 2020 and 57.9% in 2022) and a gradual decrease in the total number of male staff (from 45.4% of headcount in 2018, to 44.6% in 2020 and 42.1% in 2022). There are fluctuations in the total number and percentage of both male and female staff working full-time. However, there is an increase in the number and percentage of female staff working part-time and a decrease in the number and percentage of male staff working part-time.

The following table highlights the changes, over time, of the number of male and female staff working part-time and clearly shows an increase in the number of female part-time staff and decrease in the number of male part-time staff.

Part-time Staff

	Female part-time staff			Male part-time staff		
	2022	2020	2018	2022	2020	2018
Lecturing staff	65	61	52	18	21	23
Support Staff	114	110	94	24	32	38
Total	179	171	146	42	53	61

Analysis by Grade Grouping – Support Staff

Aside from the student Interns, who are paid the National Minimum Wage, the lowest support staff grade is grade 1 and the highest grades are in the Executive Team.

With the exception of Grade 6, which includes teaching staff who are Instructors/Assessors, it should be noted that information is not being published on a grade-by-grade basis - and within each grade there are a number of spinal points, which are also not being published - as a further breakdown could lead to members of staff being identified, due to small numbers. For this reason, staff grades have been grouped as follows, in line with the types of roles undertaken in these grades:

Student interns	Support staff grades 1-5	Support staff grade 6	Support staff grades 7-9	Support staff grades 10-12	Professional Officer grade	Executive Team grade
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Student Interns

In 2022, there were 16 student interns (all part-time), with 11 being male and 5 being female. This compares with 17 student interns in 2020, of which 13 were male and 4 female.

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.

As there are a small number of male part time staff (42 in 2022), it is of note that 11 of these are student interns on the minimum wage and so this will have an impact on the mean/median hourly rate of pay for male part-time staff.

GRADES 1-5:							
	Female			Male			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
2022	33	62	95	16	4	20	115
2020	30	61	91	16	5	21	112
2018	34	55	89	18	9	27	116

This table shows the increase in the number of female staff in grades 1-5 since 2018 and the decrease in the number of male staff. It also illustrates the continued predominance of female staff in lower graded support posts in 2022 (95 out of 115 posts at these grades, 82.6%, are held by women) and the predominance of female staff in part-time posts, 62 out of the 95 female staff at these grades, 65.3%, compared with 4 out of 20 male staff (20.0%).

GRADES 6:							
	Female			Male			Totals
	Full-time	Part-time	Total	Full-time	Part-time	Total	
2022	12	14	26	10	6	16	42
2020	7	16	23	10	10	20	43
2018	14	11	25	9	11	20	45

In 2022, there was a greater number of female staff (26) than male staff (16) in Grade 6, whereas in previous years there was less of a gender differential (23 female and 20 male in 2020; 25 female and 20 male in 2018). The number of female staff working part-time has increased since 2018, whereas the number of male staff has decreased.

GRADES 7-9:							
	Female			Male			Totals
	Full-time	Part-time	Total	Full-time	Part-time	Total	
2022	28	29	57	24	3	27	84
2020	28	25	53	25	4	29	82
2018	25	23	48	26	4	30	78

At these grades, there are still more female staff (57 in 2022) than male staff (27 in 2022), with the number of women increasing since 2018 and the number of men decreasing. The number of female staff working part-time has also increased and the number of male staff slightly decreased.

GRADES 10-12:							
	Female			Male			Totals
	Full-time	Part-time	Total	Full-time	Part-time	Total	
2022	11	4	15	16	0	16	31
2020	13	3	16	14	0	14	30
2018	13	1	14	14	0	14	28

At these grades, in 2022, there was a change in that there were more male staff (16) than female staff (15). The number of female staff working part-time increased, although the number working part-time at this level is small. No male staff at these grades work part-time and this has not changed over time.

Professional Officer/Executive Team

In 2022, the Executive team was all male (2 members of staff).

At Professional Officer Level, in 2022, there were 8 female and 10 male members of staff, none of whom worked part-time.

In 2020, the College's Principal was male (previously, the Principal was female). The Executive Team has reduced in number since 2018 and in 2020 is all male.

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

This illustrates the increasing number of male staff at the most senior levels.

Analysis by Grade - Lecturing Staff

The majority of the College's lecturing staff are on un-promoted lecturing grade 505/Scale point 5. Staff in Grades 501-504 (Scale points 1-4) will have been more recently appointed and the level at which they are appointed – and progress – is set by national bargaining. For this reason, this analysis concentrates on those on un-promoted lecturing terms & conditions and those on promoted lecturing terms & conditions.

DECEMBER 2022:			
Category	Female	Male	Total
Lecturer	129	125	254
Promoted Lecturer	19	30	49
Totals	148	155	303

Of the 148 female staff, 65 worked part-time, of which 4 were promoted lecturing staff.

Of the 155 male staff, 18 worked part-time, of which 2 were promoted lecturing staff.

DECEMBER 2020:			
Category	Female	Male	Total
Lecturer	125	139	264
Promoted Lecturer	14	22	36
Totals	139	161	300

Of the 139 female staff, 61 worked part-time, of which 3 were promoted lecturing staff.
Of the 161 male staff, 21 worked part-time, of which 1 was promoted lecturing staff.

DECEMBER 2018:			
Category	Female	Male	Total
Lecturer	125	134	259
Promoted Lecturer	14	24	38
Totals	139	158	297

Of the 139 female staff, 52 worked part-time, of which 3 were promoted lecturing staff.
Of the 158 male staff, 23 worked part-time, of which 3 were promoted lecturing staff.

In 2022, the College had more female lecturing staff (129) than male (125). However, at more senior levels, there is a trend for there to be more male promoted lecturing staff (30 in 2022; 22 in 2020; 24 in 2018) than female (19 in 2022; 14 in both 2020 and 2018), with few staff at a promoted level working part-time.

Reasons for - and factors contributing to - NESCol's gender pay gap figures

Reasons for the changes in the College's gender pay gap figures can be explained by changes in the number of male and female staff at different grades and levels, as illustrated in the previous tables.

In 2022, factors contributing to NESCol's gender pay gap figures, include:

- There has been an increase in the number and percentage of female staff (354; 57.9% of headcount in 2022, compared with 338; 55.4% in 2020 and 332; 54.6% in 2018) and a decrease in the number and percentage of male staff (257; 42.1% in 2022, compared with 272; 44.6% in 2020 and 276; 45.4% in 2018), but;
 - there has been an increase in the number of female staff in lower paid support grades 1-5 since 2018 (95 in 2022; 91 in 2020; 89 in 2018) and a decrease in the number of male staff in these grades (20 in 2022; 21 in 2020; 27 in 2018)
 - there continues to be a clear predominance of female staff in the lower paid support staff grades 1-5 (95 women compared with 20 men in 2022; 91 women compared with 21 men in 2020; 89 women compared with 27 men in 2018)
 - a greater number of promoted lecturing staff continue to be male (30 men; 19 women in 2022; 22 men and 14 women in 2020; 24 men and 14 women in 2018), with the majority working full-time (28 out of 30 male staff work full-time in 2022; 15 out of 19 female staff)
 - there are now more male staff (16) than female staff (15) in Grades 10-12 in 2022, with all the male staff working full-time
 - there are now a greater number of male staff at Professional Officer level (10 male; 8 women) in 2022, all of whom work full-time the Executive Team continues to be only male, with both working full-time in 2022
- Overall, there has been an increase in the number of female staff in lower paid posts and an increase in the number of male staff in higher paid posts

In terms of part-time work:

- There continues to be a predominance of female staff working part-time, which would be consistent with the wider statistics outlined earlier in this report. 179 female staff worked part-time in 2022, compared with 171 in 2020 and 146 in 2018. This compares with 42 male staff working part-time in 2022; 53 in 2020 and 61 in 2018.
- Of the 179 female staff working part-time in 2022, 62 were in the lowest support grades 1-5 (compared with 4 male staff); 14 were in grade 6 (compared with 6 male staff); 29 were in grades 7-9 (compared with 3 male staff)
- No staff at Professional Officer/Executive Team level work part-time
- However, there was a rise in the number of part-time female lecturing staff (65 in 2022; 61 in 2020; 52 in 2018) and in the number of part-time female support staff at Grades 10-12 (4 in 2022, compared with 3 in 2020 and 1 in 2018). On the other hand, there has been a decrease in the number of male part-time lecturing staff (18 in 2022, 21 in 2020, 23 in 2018) and at support staff grades 10-12, no male members of staff have ever worked part-time.
- As there are a small number of male part time staff (42 in 2022), it is of note that 11 of these are student interns on the minimum wage and so this will have an impact on the mean/median hourly rate of pay for male part-time staff

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 this academic year. The outcome from the focus groups will be used to determine if there are any actions the College should be taking.

These actions are included in the People Services Equalities Action Plan and progress is monitored by the Board's Human Resources Committee.

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 2022 and is compared with December 2020.

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

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

(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	£21.83
White ethnicity median hourly rate	£23.82
BAME mean hourly rate	£22.02
BAME median hourly rate	£23.82

This calculation gives NESCol the following ethnicity pay gap:

	December 2022	December 2020
Mean	-0.9% (ie in favour of BAME ethnicity)	-7.0% (ie in favour of BAME ethnicity)
Median	0.0%	0.0%

The 2022 figures can be explained by the College having small numbers of staff who declared they were in a "Black/Asian/Minority Ethnic/Mixed" (BAME) ethnicity category, with 10 of the 19 staff in a Black/Asian/Minority Ethnic/Mixed ethnicity category being at the top of the un-promoted lecturing scale. Due to small numbers, no further breakdown is detailed for other grades. In 2020, the higher differential in favour of staff in a Black/Asian/Minority Ethnic/Mixed ethnicity category can be explained by 14 out of the 18 staff in these ethnicity categories being at the top of the un-promoted lecturing scale.

By way of comparison, according to the Office for National Statistics, the median ethnicity pay gap in Scotland in 2019 was 10.3%.

Source: Office for National Statistics (ONS), Release date 12 October 2020, Ethnicity Pay Gaps: 2019, available online at: www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2019

Accessed: 13 December 2022.

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