

NCG - Gender Pay Gap (GPG)

In April 2017 the government introduced the gender pay gap transparency regulations, the regulations are to encourage large employers to take informed action to close their GPG where one exists. However, the reporting is not to be confused with equal pay or pay discrimination.

We are required to report our data by 30th March 2018 for the data period of 1st April 2016 to 31st March 2017. As part of the GPG obligations we are required to publish on our website and submit evidence of compliance annually to government. The data must be published on an annual basis and retained with pay figures online for 3 years to demonstrate progress.

We will continue to review pay across the group and the Gender pay information will be used to develop plans to eliminate future pay gaps and will be further analysed so that specific areas can be targeted.

In addition, a project is underway to research a job evaluation system which once implemented will ensure objectivity and transparency on pay for the future.

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For the purposes of this statement NCG includes the following

- NCG Group Services, Newcastle College, Newcastle Sixth Form College, West Lancashire College, Kidderminster College

Please note The Intraining Group LTD and Rathbone Training are separate legal entities and reported separately.

The information below shows the Groups mean and median gender pay and bonus gap as at 31 March 2017. For this reporting period we are not required to report data for Carlisle College or Lewisham Southwark College due to their merger dates.

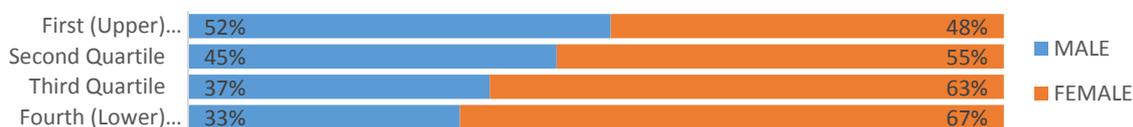
Hourly Pay	Bonus Gap
Mean 8.8%	Mean 66.6% Less
Median 10.2%	Median 61% Less

We continually review pay across the group and are committed to identifying and addressing any gender pay gaps.

Analysing our Gender Pay gap, we have found the following;

- Our 4 highest paid jobs are men (Executive Directors) however we have a 50/50 split across all management grades of Vice Principal and below.
- There are predominantly more women in support and admin roles - (62.85%) compared to (37.15%) Men.
- More male lecturers (52.53%) compared to (47.47%) women
- We also have had more women new starters compared to men. (59.68%) Female, (40.32%) Male. This means more women on lower levels of pay scale. However, this should impact positively in future years

Pay Quartiles



The above shows the distribution of men and women across 4 equally sized quartiles. NCG workforce consists of 57.95% women. Looking at the quartile details, this supports the above narrative.

Bonuses within NCG are not normal practice, with only 7.71% of employees participating in a scheme. Bonus schemes are either SLT paid to Executive staff or Graded bonus. Employees receiving a Bonus are broken down as follows;

Male	3.45%	Female	4.25%
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The mean Bonus gap of 66.6% is due to the following factors;

- Within Executive roles, Bonus is paid as a % of base salary.
- There is a male dominance at top level.

We confirm that the above data is accurate.



Joe Docherty
Chief Executive, NCG