



NCG Corporation

Gender Pay Gap Statement

March 2019



NCG is an equal opportunities employer. NCG Corporation includes Carlisle College, Kidderminster College, Lewisham College, Newcastle College, Newcastle Sixth Form College, Southwark College, West Lancashire College and Group Services. This is the first year that Carlisle College, Lewisham College and Southwark College have been included. They were not included in last year's report due to the coincidence of merger dates within NCG.



LEWISHAM
COLLEGE

NCG's training provider organisations, The Intraining Group Limited and Rathbone Training are not included in this report as they are separate legal entities. Gender pay gap reports for the training providers can be accessible via the Intraining and Rathbone Training websites.



The figures have been calculated using the mechanisms that are set out in the gender pay gap legislation, and cover six key metrics which are:



1. Average gender pay gap as a mean average.
2. Average gender pay gap as a median average.
3. Average bonus gender pay gap as a mean average.
4. Average bonus gender pay gap as a median average.
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

SOUTHWARK
COLLEGE



As NCG employ more than 250 colleagues the Corporation are legally bound to publish details of the gender pay gap annually.

The data contained within this report covers the period 1 April 2017 to 31 March 2018.

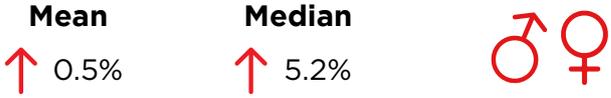
In April 2017 the Government introduced the gender pay gap transparency regulations, the regulations are to encourage large employers to take informed action to close their GPG where one exists. However, the reporting is not to be confused with equal pay or pay discrimination.

NCG are required to report GPG data by 30th March 2019 for the data period of 1st April 2017 to 31st March 2018. As part of the GPG obligations NCG are required to publish this statement on the Corporation’s 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.

This information shows the NCG mean and median gender pay and bonus gap as at 31 March 2018.

Mean/Median	Bonus Gap
Mean 9.4%	Mean 44.7% Less
Median 15.4%	Median 37.1% Less

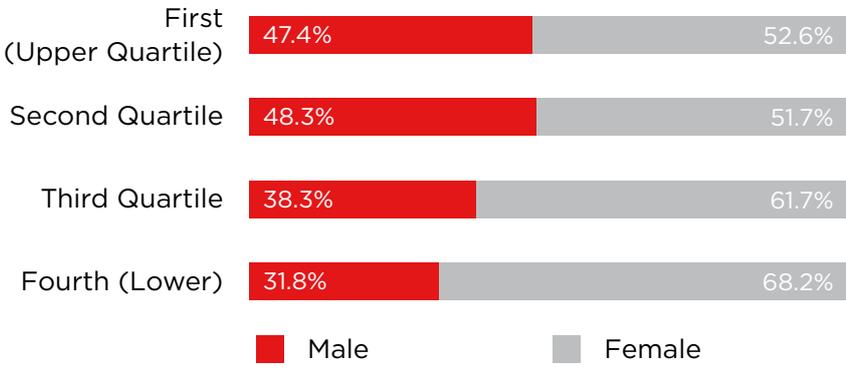
Right shows the trend from the previous year:



Pay Quartiles

Right shows the distribution of men and women across 4 equally sized quartiles.

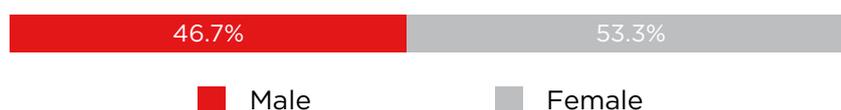
Our NCG workforce consists of 52.52% women. Looking at the quartile details, this supports the above narrative.



For the purposes of this statement, NCG includes the following:

- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

Employees participating in a bonus scheme are broken down as follows:



Analysing our gender pay gap, we have found the following;

- More females are employed within all pay quartiles than men. This is a consistent trend from the previous year and should impact positively in future years.
- NCG Corporation employ (52.36%) female colleagues in management grade positions compared to (47.64%) males, from a total of 212. This is in line with the prior year. Although more female colleagues sit within the upper quartile pay band than men, there are more male colleagues on a higher salary towards the upper proportion of the upper quartile band than women.
- There were more female leavers in management roles (53.16%) compared to (46.86%) male, from total of 79.
- There are predominantly more women in support and admin roles - (63.48%) compared to (36.52%) men.
- There are more female Lecturers (53.52%) compared to (46.48%) male, from a total of 923. This is an improvement from last year. This is partly due to Carlisle, Lewisham and Southwark Colleges joining NCG as those Colleges employ more females in Lecturing roles. Lewisham Southwark College and Carlisle College employed 143 female Lecturers and 119 male Lecturers. The other Colleges employed 351 female Lecturers and 310 male Lecturers.
- NCG have employed more female (58.06%) new starters compared to men (41.94%) from a total of 341 new starters (excluding Carlisle College and Lewisham Southwark College).
- There were more female (64.13%) new starters in lower paid Admin Roles compared to male new starters (35.87%), from a total of 184 admin staff (excluding Carlisle College and Lewisham Southwark College).
- Bonuses within NCG are not normal practice, with only 1.29% of colleagues participating in a scheme. Those eligible for bonus scheme participation are NCG Executive and Senior Leadership colleagues.

- Although there is a gender balance of men and women in the bonus scheme, the men within the scheme earn higher salaries so when the bonus is linked to % of earnings, the bonus gap appears larger (44.6% bonus gender pay gap).

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

NCG's Commitment to Reducing our Gender Pay Gap

Implementation of a Job Evaluation system to determine the relative worth of all roles across NCG to develop an equitable salary and benefits structure.

Undertake an Equal Pay Audit across NCG to ensure the pay system delivers equal pay and protects NCG against the risk of an equal pay claim.

Standardisation of the NCG Pay Structure and criteria for pay progression from entry point to career progression.

Review NCG attraction and selection methods to gain gender equality in applicant pools.

Analysis of turnover and retention data with appropriate improvements plans developed.

Interim Chief Executive Officer



Chris Payne

Interim Chief
Executive Officer

NCG Corporation are committed to treating all of our colleagues fairly, equally and free from any unfair discrimination.

NCG strive to continually reduce the gender pay gap and plan to publish our results again in April 2020 as required by the Government.

I confirm that I have reviewed the data used and the calculation of the gender pay gap and bonus pay gap and that to the best of my knowledge and belief the required elements are accurately expressed in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'Chris Payne' in a cursive style.