



NCG Corporation
Gender Pay Gap Statement March 2020



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 Professional Services.

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.

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 2018 to 31 March 2019.

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 2020 for the data period of 1st April 2018 to 31st March 2019. 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 NCG mean and median gender pay and bonus gap as at 31 March 2019.

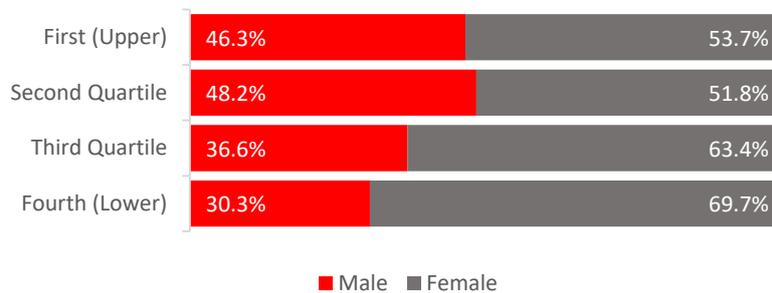
MEAN / MEDIAN	BONUS GAP
MEAN 9%	Mean 28.04% Less
MEDIAN 13.6%	Median 16.5%

Right shows the trend from the previous year:



Pay Quartiles

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

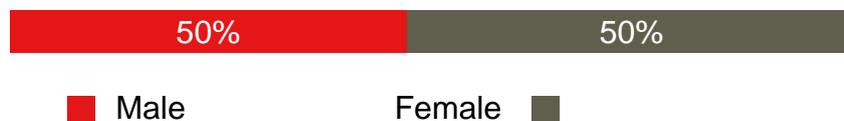


Our NCG Workforce consists of 53.7% women. Looking at the quartile details, This supports the above narrative.

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 (51%) female colleagues in management grade positions compared to (49%) males, from a total of 213. 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 (4 of Top 5) than women.

- There were less female leavers in management roles (36.36%) compared to (63.64%) male, from a total of 10. This will attribute to a positive impact on our GPG.
- There are predominantly more women in support and admin roles - (65.07%) compared to (34.93%) men.
- There are more female Lecturers (54.95%) compared to (45.05%) male, from a total of 919. This is an increase from last year.
- NCG have employed more female (63.25%) new starters compared to men (36.75%) from a total of 604 new starters.
- There were more female (66.67%) new starters in lower paid Admin Roles compared to male new starters (33.33%), from a total of 123 admin staff.
- Bonuses within NCG are not normal practice, with only 0.25% 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 (28.00% bonus gender pay gap).

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

Actions since last year

To enable fair salary progression across NCG, incremental pay progression has been introduced in the Colleges where this was not already in place.

NCG's Commitment to Reducing our Gender Pay Gap

Reviewing 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.

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 2021 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.

Liz Bromley

Chief Executive
Officer