



NCG Corporation
Gender Pay Gap Statement March 2021



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 2019 to 31 March 2020.

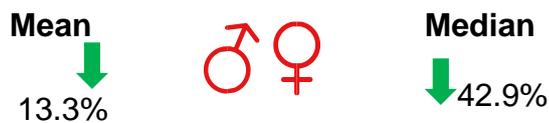
In April 2017 the Government introduced the gender pay gap transparency regulations, the regulations are to encourage large employers to take informed action to close their GPG where one exists. However, the reporting is not to be confused with equal pay or pay discrimination.

NCG are required to report GPG data by 31st March 2021 for the data period of 1st April 2019 to 31st March 2020. As part of the GPG obligations NCG are required to publish this statement on the Corporation's website (and usually 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. Due to Covid-19, enforcement of the gender pay gap, reporting deadlines have been suspended for this year.

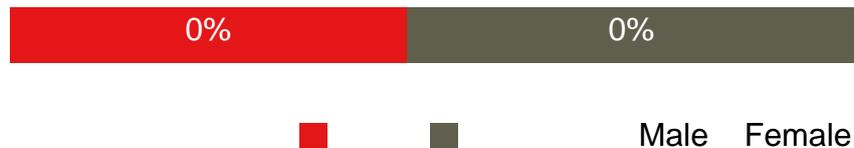
This information shows NCG mean and median gender pay and bonus gap as at 31 March 2020.

MEAN/MEDIAN	BONUS GAP
MEAN 0.1%	Mean 90.6% less
MEDIAN 0.3%	Median 42.9% less

The difference from the previous year for Gender Pay:

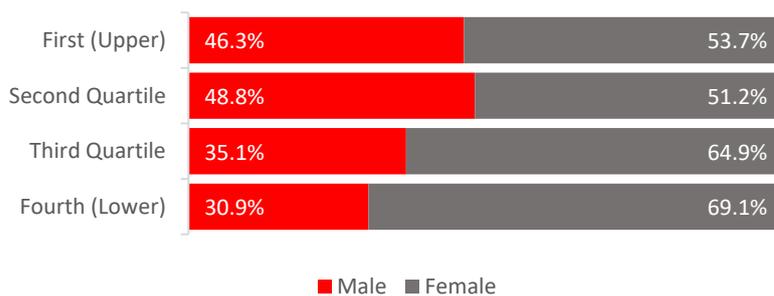


Colleagues participating in a bonus scheme:



Pay Quartiles

The distribution of men and women across 4 equally sized quartiles



Our NCG Workforce consists of 59.8% women (an increase of 6.1% compared to the previous reporting year). 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.

Out of 2383 colleagues, there were 0% participating in a bonus scheme.

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 (54%) female colleagues in management grade positions compared to (46%) males, from a total of 224. This reflects 3% more females in management roles compared with the previous reporting 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 (3 of Top 5) than women.
- There were more female leavers in management roles (54.8%) compared to (45.2%) male, from a total of 31 (4 female leavers were Directors and 6 were senior managers). This will attribute to a slightly negative impact on our GPG compared to last year where 36.36% management leavers were female.
- There are predominantly more women in support and admin roles - (63.7%) compared to (36.3%) men. This is 1.6% less women compared to the previous year.
- There are more female Lecturers (56.5%) compared to (43.5%) male, from a total of 1009. This is 1.55% more women compared to the previous year.
- NCG have employed more female (60.1%) new starters compared to men (39.9%) from a total of 431 new starters. This is 3.15% fewer females than in the previous year.
- There were more female (62.9%) new starters in lower paid Admin Roles compared to male new starters (37.1%), from a total of 221 new admin staff. This is 3.77% fewer females than in the previous year.
- Bonuses within NCG are not normal practice, with 0% of colleagues participating in a scheme during 2019/20.

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

Actions and continuous improvement

- To enable fair salary progression across NCG, incremental pay progression has been introduced in the Colleges where this was not already in place.
- All family friendly policies have undergone a robust review.
- Flexible working opportunities are actively promoted and we have seen a steady uptake of flexible working. We also promote and encourage shared parental leave, job-share and part-time working.

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 including introduction of a pay policy.
 - Review NCG attraction and selection methods to gain gender equality in applicant pools.
 - Analysis of turnover and retention data with appropriate improvements plans developed.
 - Research and introduce unconscious bias training.
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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