



# NCG Corporation

## Gender Pay Gap (GPG) Statement - March 2024



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. 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 2022 to 31 March 2023.

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 for the data period of 1st April 2022 to 31st March 2023. 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 as of 31st March 2023.

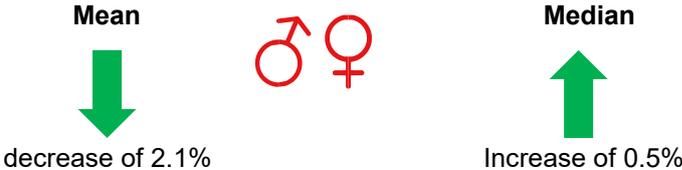
The mean pay gap is calculated using the following formula.

$$\frac{\text{Male hourly rate} - \text{female hourly rate}}{\text{Male hourly rate}} \times 100$$

The median pay gap is calculated in the same way however the raw figures differ as they are extracted from the median figure (the difference between the midpoints in the ranges of men's and women's pay)

MEAN/MEDIAN
MEAN 10.3%
MEDIAN 14.3%

The images to the right show the change in trend from the previous year:



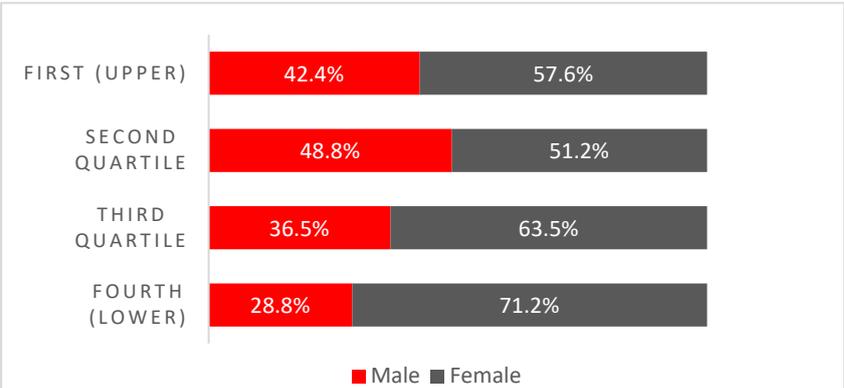
The mean GPG for 2021-22 was 12.4% therefore our pay gap has decreased by 2.1%. The median GPG for 2021-22 was 13.8% so has increased slightly by 0.5%

The national average GPG is 7.7%\* so we are moving in the right direction with our mean GPG.

### Pay Quartiles

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

Our NCG Workforce consists of 55.86% women. Looking at the quartile details, This supports the above narrative.



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 (57.6%) female colleagues in management grade positions compared to (42.4%) males, from a total of 256. 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 fewer male leavers in management roles (44.68%) compared to (55.32%) female, from a total of 47. This will attribute to a positive impact on our GPG.
- There are predominantly more women in support and admin roles - (67.19%) compared to (32.81%) men.
- There are more female Lecturers (58.04%) compared to (41.96%) male, from a total of 1051. This is an improvement from last year.
- NCG have employed more female (60.95%) new starters compared to men (39.05%) from a total of 507 new starters.
- There were more female (64.95%) new starters in lower paid Admin Roles compared to male new starters (35.05%), from a total of 97 admin staff.

**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 role profiling system to determine the relative worth of all roles across NCG to ensure 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.

\*Source – Office for National Statistics (ONS)

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## Chief Executive Officer



Liz Bromley  
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 2025 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 'Liz Bromley', with a long, sweeping underline.