



Newham College Gender Pay Gap Report 2021

What is the Gender Pay Gap?

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay. So, while it is about pay, it's also about other factors, such as occupational segregation, or the fact that in the main it's women who look after children and other dependants.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men. It provides a framework within which gender pay gaps can be surfaced so that, both inside and outside of the workplace, we can think constructively about why gender pay gaps exist and what to do about them.

What causes the Gender Pay Gap?

Gender pay gaps are the outcome of economic, cultural, societal, and educational factors. Some argue that they also reflect the outcomes of personal choice but, whereas the decision to seek paid employment may well be an individual choice, the outcome of that choice is strongly influenced by matters outside of the individual's control, such as the availability and affordability of childcare, and it is still the case that the choices available to women are more constrained than those available to men.

Why do we report the Gender Pay Gap?

There are several reasons for seeking to close the gender pay gap both at a national and organisational level. With women outperforming men educationally, the case for ensuring their skills are fully utilised is incontestable. Failing to tackle a gender pay gap is likely to cause damage to our organisation's reputation in the eyes of both current and potential employees.

Regulations introduced by the Equality Act 2010 in 2017 require organisations, with 250 or more employees on a specified 'snapshot date' relevant to their sector, to report annually on their gender pay gap, including all staff as individuals, and using six different measures.

The six measures of the Gender Pay Gap:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
Mean Bonus Gap *	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap *	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions *	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Since the College does not pay bonuses, gaps marked with an asterisk (*) above are not applicable.

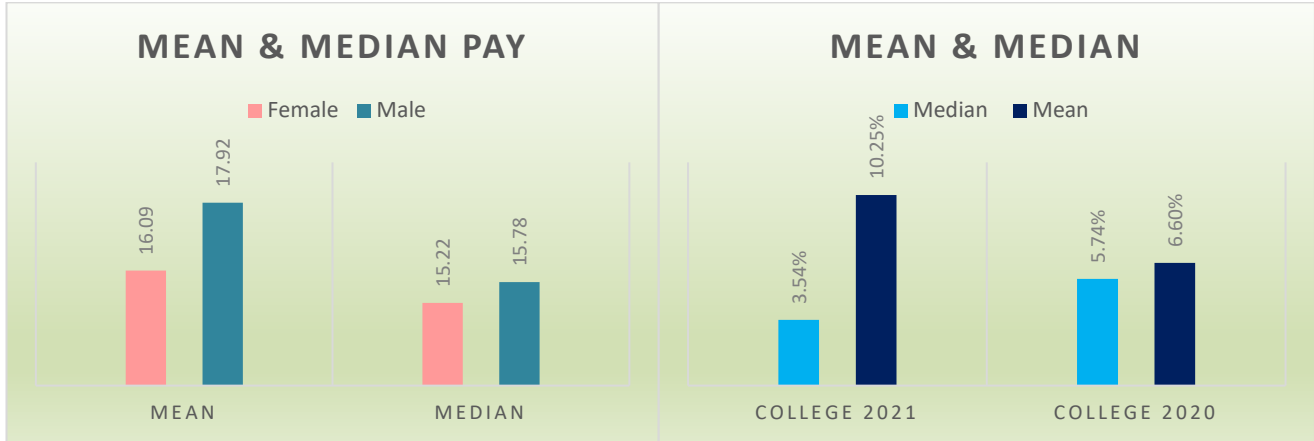
What is the Difference between the Mean and Median Figures?

The "mean" is the "average", where you add up all the numbers and then divide by the number of numbers. The "median" is the "middle" value in the list of numbers.

Our Results:

Exhibit 1: Hourly pay £ per hour

Exhibit 2: College % pay gap compared to UK national average

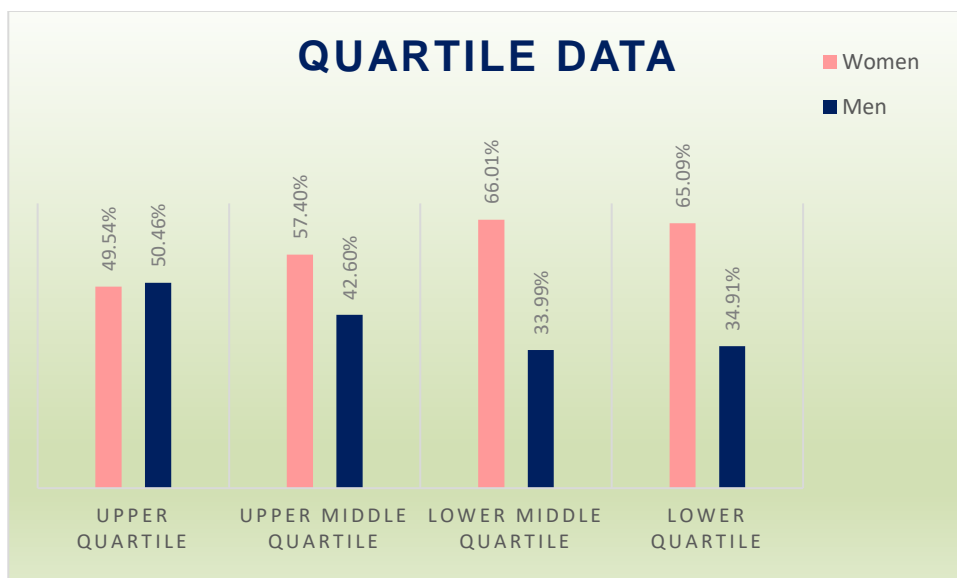


As with last year, our calculations are based on pay data for all the staff employed by the College, irrespective of their role, on 31 March 2021 although staff who were furloughed during the year have been excluded from the calculation. This indicates that our female staff are paid less than our male staff. The first chart shows hourly pay rates by gender and the second chart shows College comparisons with the UK national average. The difference has reduced again this year and is favorable compared to the UK national average, which for 2021 is 15.54%. However, we will continue working on closing the gap.

Our Gender Pay Gap for our different Roles:

Our Roles	Mean Pay Gap	Median Pay Gap	Proportion of Women
Leadership	10.51%	7.78%	37.50%
Management	-1.82%	-12.94%	56.36%
Teaching	2.18%	0.01%	63.41%
Support	5.46%	-1.02%	59.47%

The percentage of male and female staff employed across 4 equally sized quartiles:



Our Commitments/Next Steps to Close our Gender Pay Gap:

Gender equality is a central plank of the College's Equality, Diversity and Inclusion agenda.

We ensure that women within all roles have the opportunity and ability to progress their careers within the College through talent management and ongoing personal development.

The College has strong family-friendly policies, including opportunities for flexible working, dependents' leave and shared parental leave. We shall continue to promote these to all staff.

Newham College is making some progress on closing the gender pay gap, and is pleased to see its progress against the UK average.

Our goal is to reduce our gender pay gap further, with the aim of being able to demonstrate that gender has no impact on pay and reward. As we implement our revised HR and organisational development strategy, we will evaluate and input measures designed to bring about sustainable reductions in our pay gap, by adopting more meaningful and effective gender monitoring procedures such as:

- monitoring of recruitment and progression
- monitoring of take-up and impact of flexible working
- monitoring of reward

Person responsible for the data:

Whitney Pamentor, Payroll Manager

Our gender pay gap data report submitted to HMRC can be found here:

[Newham College Of Further Education gender pay gap data for 2021-22 reporting year - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/92342/newham-college-of-further-education-gender-pay-gap-data-for-2021-22-reporting-year)