

Gender Pay Gap Report 2018

Background

Employers with 250 or more employees are required to publish data in relation to the gender pay gap. This report provides the relevant information for Nelson and Colne College; the information contained within this report is as at 31 March 2018.

It is useful to note that gender pay gap is not the same as equal pay; the latter refers to the difference between men and women's pay for doing the same or similar work, whereas the gender pay gap relates to the difference calculated between men and women's average earnings, irrespective of their role.

Pay Gap Data

The gender pay gap data for Nelson and Colne College shows:

	2017	2018
Mean Gender Pay Gap	5.1%	5.35%
Median Gender Pay Gap	7.4%	8.77%

The *mean* calculation shows the difference between the mean average hourly rate for male and female employees. Mean averages place the same value on every rate considered, giving a good overall indication of the gender pay gap.

The *median* calculation shows the difference between the median hourly rate for male and female employees. Median averages are useful to indicate what the 'typical' situation is.

Pay Quartiles

The table below shows a breakdown of the proportion of male and female employees in each of the four pay band quartiles:

	Proportion of males	Proportion of females
Lower quartile	20.1%	79.9%
Lower middle quartile	17.9%	82.1%
Upper middle quartile	32.1%	67.9%
Upper quartile	26.9%	73.1%
Total	24.3%	75.7%

Employee Bonuses

The gender pay gap reporting regulations also require employers to report on the proportion of male and female employees receiving bonuses, and to calculate the mean and median gender pay gap in relation to bonus payments.

As no bonuses were payable to any employees during the reporting window, values for both the mean and median bonus pay gaps are nil.

Please note - the above results only refer to staff employed by NCC at the snapshot date (March 2018) and therefore don't include reference to any A&R staff whose employment transferred subsequently to this. As the pay information for A&R staff at the snapshot date is not in our possession, we are therefore unable to prepare a report in respect of these staff.