

# Gender Pay Gap Report 2019

## 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 2019.

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 the Nelson Group shows:

|                       | 2017 | 2018  | 2019   |
|-----------------------|------|-------|--------|
| Mean Gender Pay Gap   | 5.1% | 5.35% | -1.05% |
| Median Gender Pay Gap | 7.4% | 8.77% | 3.56%  |

### The mean pay rates within the Nelson Group as at 31 March 2019

(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 mean pay rate for a female is £14.77

The mean pay rate for a male is £14.62

In monetary terms this is a difference of 15p per hour. In previous years the mean pay rate for a male was always higher than the female rate hence the negative percentage.

### The median pay rate within the Nelson Group as at 31 March 2019

(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).

The median pay rate for a female is £13.77

The median pay rate for a male is £14.27

In monetary terms this is a difference of 50p per hour

## Pay Quartiles

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

|                       | <b>Total employees in quartile</b> | <b>Males in quartile</b> | <b>% of total males in quartile</b> | <b>Females in quartile</b> | <b>% of total females in quartile</b> |
|-----------------------|------------------------------------|--------------------------|-------------------------------------|----------------------------|---------------------------------------|
| Lower quartile        | 186                                | 57                       | 26.89%                              | 129                        | 24.16%                                |
| Lower middle quartile | 186                                | 43                       | 20.28%                              | 143                        | 26.78%                                |
| Upper middle quartile | 186                                | 64                       | 30.19%                              | 122                        | 22.85%                                |
| Upper quartile        | 188                                | 48                       | 22.64%                              | 140                        | 26.22%                                |
|                       |                                    | 212                      | 100.0%                              | 534                        | 100.00%                               |

## 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 refer to staff employed by the Nelson and Colne College Group at the snapshot date (March 2019).