

NOTTINGHAM COLLEGE



Central College
Nottingham



GENDER PAY GAP STATEMENT

Nottingham College is formed of two former Colleges (New College Nottingham and Central College Nottingham) who merged on 8 June 2017. The data therefore reported at 31 March 2017 reflects the pay of the two Colleges on this date pre-merger.

There is a difference between gender pay and equal pay. Gender pay compares the average and median rates of pay between men and women in an organisation; different jobs are paid at different levels so a gender pay gap may exist where there is a difference in the number of men and women performing particular jobs at different levels and being paid according to those levels. Equal pay relates to any difference between men and woman carrying out the same or similar jobs. Both Colleges had larger numbers of women than men employed at lower levels accounting for the gender pay gap.

Nottingham College is committed to fair pay arrangements and will analyse the data carefully when it is produced for the whole College for the first time and will respond accordingly.

NCN Gender Pay Gap results at 31 March 2017

- The mean gender pay gap for NCN was 5.5%.
- The median gender pay gap for NCN was 1.05%.
- NCN did not make any bonus payments

Pay Quartiles			
Quartile	Males	Females	Description
1 (lowest)	22%	78%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	40%	60%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	34%	66%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest)	40%	60%	Includes all employees whose standard hourly rate places them above the upper quartile

Central College Gender Pay Gap results at 31 March 2017

- The mean gender pay gap for Central College was 7.2%
- The median gender pay gap for Central College was 10.9%
- The mean gender bonus gap for Central College was -3.8%
- The median gender bonus gap for Central College was 0%
- The proportion of male employees at Central College receiving a bonus was 0.6% and the proportion of women was 2.7%.

Pay Quartiles			
Quartile	Males	Females	Description
1 (lowest)	29%	71%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	39%	61%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	51%	49%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4 (highest)	44%	56%	Includes all employees whose standard hourly rate places them above the upper quartile

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