

Nottingham College Gender Pay Statement

The figures set out below have been calculated using the standard methodologies in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Nottingham College's gender pay gap data on 31 March 2019 was:

- The mean gender pay gap was **6.9%**
- The median gender pay gap was **14.5%**
- There were no bonus payments

Pay Quartiles			
Quartile	Males (%)	Females (%)	Description
1 (lowest)	28	72	Includes all employees whose standard hourly rate places them at or below the lower quartile.
2	33	67	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
3	47	53	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
4 (highest)	36	64	Includes all employees whose standard hourly rate places them above the upper quartile.

Nottingham College has a greater proportion of female staff compared to male staff in the lower quartiles. Many of these roles are part time and are traditionally occupied by women. It is for this reason that the average pay for male employees is higher than the average pay for female employees.

Nottingham College has more female staff employed across all quartiles which illustrates that opportunities are available to both males and females.

Nottingham College is committed to monitoring the profile of males and females within the lower quartile and the College's Equality, Diversity & Inclusion Committee will look for opportunities to address the gender pay gap on an on-going basis.

We are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair.