



Gender Pay Gap Report 2022-23

(report ran 5 April 2022 year in arrears)

Executive Summary

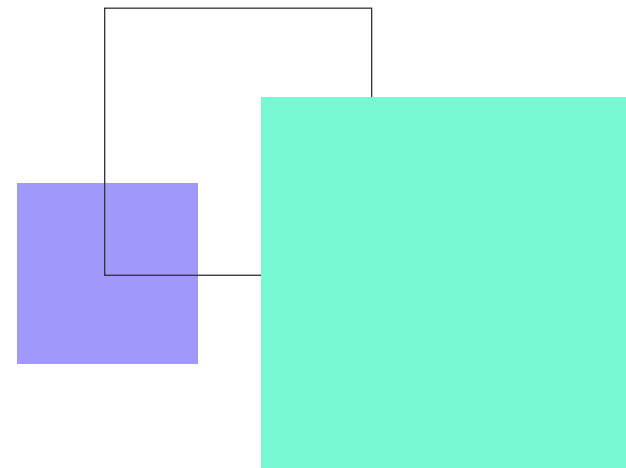
- Gender Pay Gap for 22/23 is 7.69%
- UK Average Pay Gap is 14.9%
- Pay Gap variance is caused by under representation of women in upper pay quartile and over representation of women in lower middle quartile
- Pay Gap has also been highlighted at 10 deciles
- Action plan from 21/22 has been delivered
- Action plan for 22/23 outlined within report
- Request authorisation to publish report on NCFE website in line with statutory requirements

What is gender pay gap reporting?

All UK companies with 250 or more employees are required by law to produce an annual gender pay gap report. This requirement is set out under the Equality Act 2010 (Gender Pay Gap Information) Regulations, with a snapshot of data being taken on 5 April each year. The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK. The information required to be published is as follows:

- Mean and median gender pay gap
- Proportion of males and females by quartile
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus.

What is the difference between equal pay and gender pay?



It's important to state that the gender pay gap differs from equal pay:

- Equal pay looks at the pay difference between men and women who carry out the same role or work "of equal value". It's unlawful to pay people different amounts because they are a man or a woman.
- The gender pay gap shows the differences in the average pay between men and women, no matter what their role or seniority is.



2022/2023 Pay Gap Data

Gender Split

Men = 33.61% (240)

Women = 66.39% (474)

Pay Gap 2022/23

Mean pay gap = 8.29%

Median pay gap = 7.69%

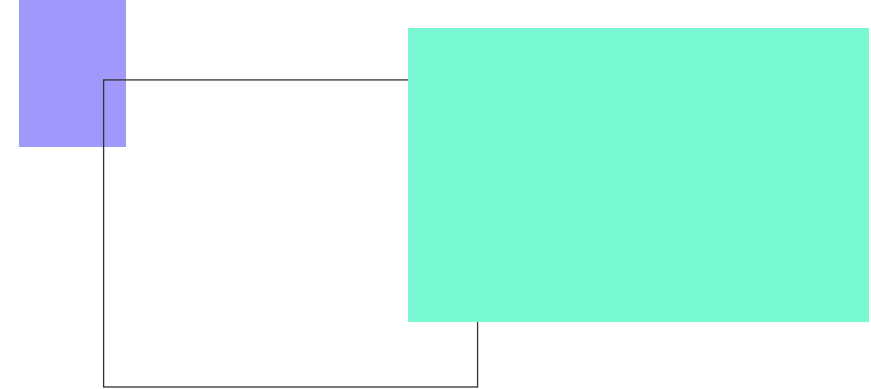
Bonus Gap 2022/23

Mean bonus gap = 31.12%

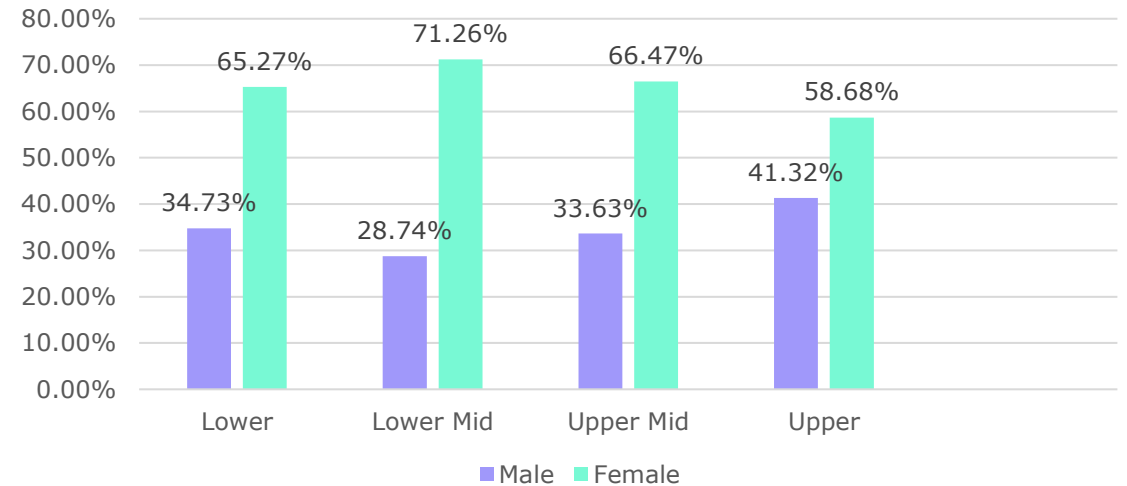
Median bonus gap = **-0%**

Males receiving bonus = 63.75%

Females receiving bonus = 66.88%



Quartile Analysis



Variance from Female Population Average

Lower **-1.12%**

Lower Middle **+4.87%**

Upper Middle **-0.08%**

Upper **-7.71%**

NCFE 2022/2023 Pay Gap Data

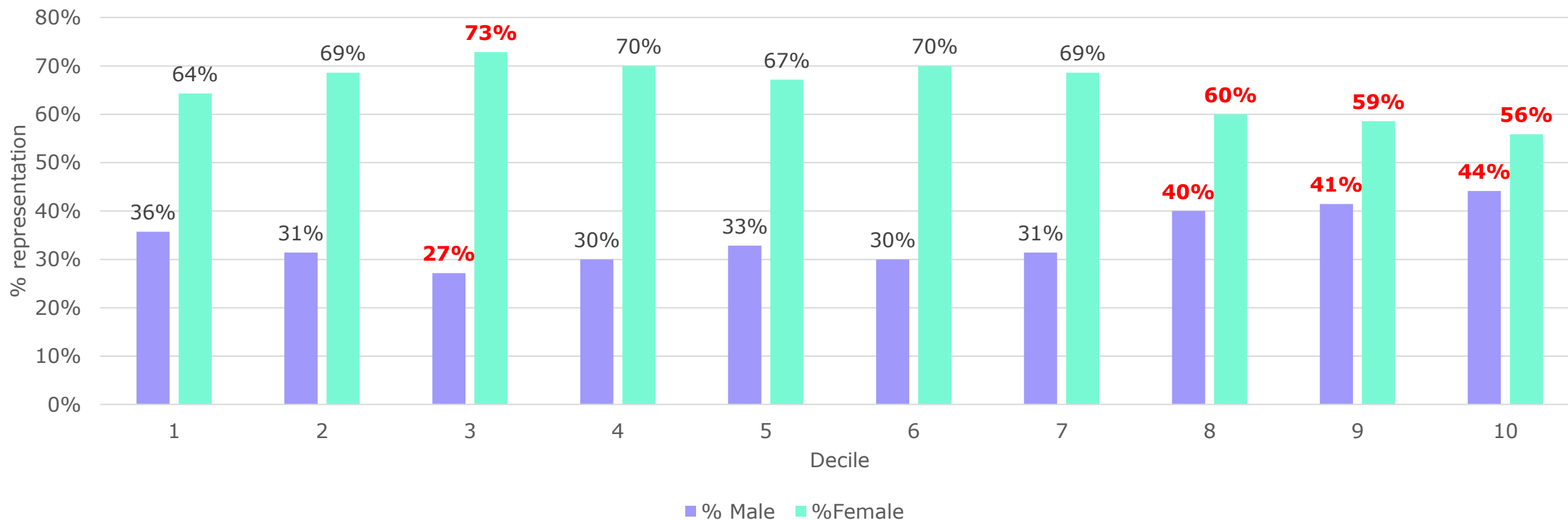
Gender Split

Men = 33.61% (240)

Women = 66.39% (474)

Decile Analysis

Highlighted in Red where variance to population is +/- >5%



Pay gap commentary

- NCFE's pay approach supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.
- The Gender Pay Gap nationally in 2022 was 14.9% (median) so NCFE's pay gap is much lower at 7.16%.
- There are more women than men in each of the four pay quartiles and ten pay deciles and this is reflective of the overall gender split at NCFE, with 474 women and 240 men being employed at the snapshot date. This is also typical of the Education sector, which employs more women than men nationally.
- In 2022 NCFE introduced a new Pay Structure. In future years, we intend to track the % of men and women at each of the six pay bands as an inclusivity metric.
- NCFE remains committed to reducing the Gender Pay Gap and supporting all colleagues to reach their full potential.



Six Effective Actions

NCFE has benchmarked themselves against the six effective actions listed by the Government Equalities Office to improve the recruitment and progression of women. We found that we are either already compliant with the recommendations or working towards them.

1. Include multiple women in shortlists for recruitment and promotion

Hiring Managers are encouraged to select diverse panels for both internal and external recruitment, and a panel of no less than 2 is mandatory in our Recruitment Policy.

2. Use skill-based assessment tasks in recruitment

Skill-based assessment tasks are encouraged and used where possible. The use of these can be expanded and work is ongoing to review our talent acquisition processes.

3. Use structured interviews for recruitment and promotions

NCFE's recruitment training includes interview planning with competency and behavioural questions used and a question bank available for Hiring Managers to use.

4. Encourage salary negotiation by showing salary ranges

Roles at NCFE are benchmarked against market rates and a salary range is clearly advertised on our vacancies for most positions.

5. Introduce transparency to promotion, pay and reward processes

Reward is a key work programme in our People Strategy and transparency and fairness is a key objective in this piece of work.

6. Appoint diversity managers and/or diversity task forces

NCFE has appointed an Equality and Diversity Lead at Senior Manager level and has a Vision for Our People Committee who support with promoting and improving equality and diversity within NCFE.



Reporting on Actions from 2022/2023

In our Gender Pay Gap report from 21/22 we set out a number of actions we proposed to take. Outcomes are outlined below:

1. Review of our Recruitment Policy and Processes

Our Recruitment Policy was reviewed and opportunities to improve EDI were taken including introducing “blind” shortlisting to mitigate the risk of unconscious bias.

2. Further develop our equality and diversity monitoring capability

We now have self-service functionality through our HR system for individual’s to disclose their protected characteristics. We also capture EDI data at application and hire stage to track which candidates we are attract and appoint.

3. Review our Approach to Reward and Recognition

We have redesigned our pay structure and job classification framework both of which were launched on 1st August 2022. We have a transparent pay structure with six pay bands and clear criteria for evaluating roles.

4. Further analysis of our gender pay gap

We have amended our report to include 10 deciles as well as the four quartiles which are mandatory. We can now clearly see where there is under and over representation of one gender in relation to our population.

5. Improve our Performance Development programme

We have launched a new Performance Development Framework which links to Performance Related Pay and this applies consistent criteria to all colleagues when assessing any bonus payable.



Action Plan 2023-24

NCFE is committed to improving our equality, diversity and inclusion offer for all colleagues and applicants. We've devised a list of actions for 2022-23 which we hope will contribute to reducing our gender pay gap.

1. Further promote our equality and diversity monitoring capability

Further to the launch of our self-service diversity monitoring service, we plan to run quarterly disclosure campaigns to increase the number of colleagues who have disclosed their protected characteristics

2. Review our Approach to Pay Progression

Now we have a clear pay structure in place, we plan to review options to progress through the pay band and ensure this is on a fair and consistent basis.

3. Further analysis of our Gender Pay Gap

Further to the implementation of our new pay structure, we will be analysing our pay gap at each of our 6 pay bands to identify where we have lower gender representation than our population.

4. Flexible working review

We will be conducting a review of flexible working across NCFE with the aim to maximise the opportunity for flexible working patterns including part-time or job share.

5. Family leave review

We will be undertaking a review of our family leave provision, benchmarking against the wider labour market to understand if our current offering represents a barrier to attracting and retaining women.

6. EDI Committee

We will be promoting our EDI committee encouraging an increase in diverse representation. Our committee are currently exploring subscribing to the Federation of Awarding Bodies EDI Pledge.

**Shaping
smarter learning**

**Movements
need collaborators**

**Powering
a more intelligent
education eco-system**

**Access to
world class learning
is for all**

**Learning that
equips for life**