



Gender Pay Gap Report 2023-24

(report ran 7 April 2023 year in arrears)

Executive Summary

- NCFE Gender Pay Gap for 23/24 is at 9.02%, up from 7.69%
- UK Average Pay Gap is 14.3% (ONS 23)
- Our Pay Gap variance continues to be caused by under representation of women in upper pay quartile and over representation of women in lower middle and upper middle quartiles
- Progress against the action plan for 22/23 is outlined within the report, and some new action areas identified



2023/2024 Pay Gap Data

Gender Split

Men = 31.28% (229)

Women = 68.72% (503)

Pay Gap 2023/24

Mean pay gap = 8.23%

Median pay gap = 9.02%

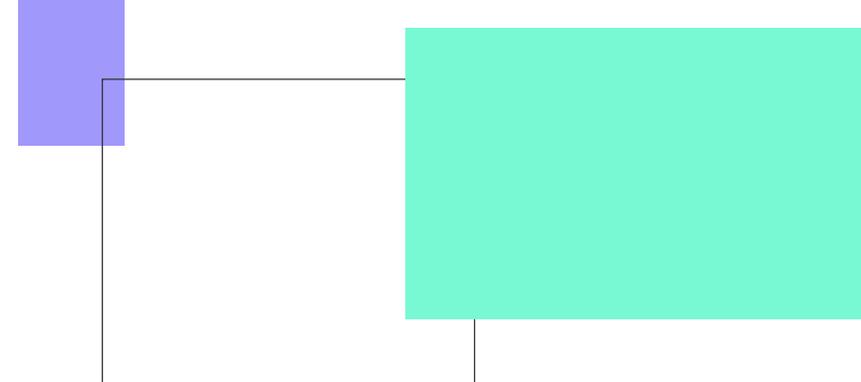
Bonus Gap 2023/24

Mean bonus gap = 3.96%

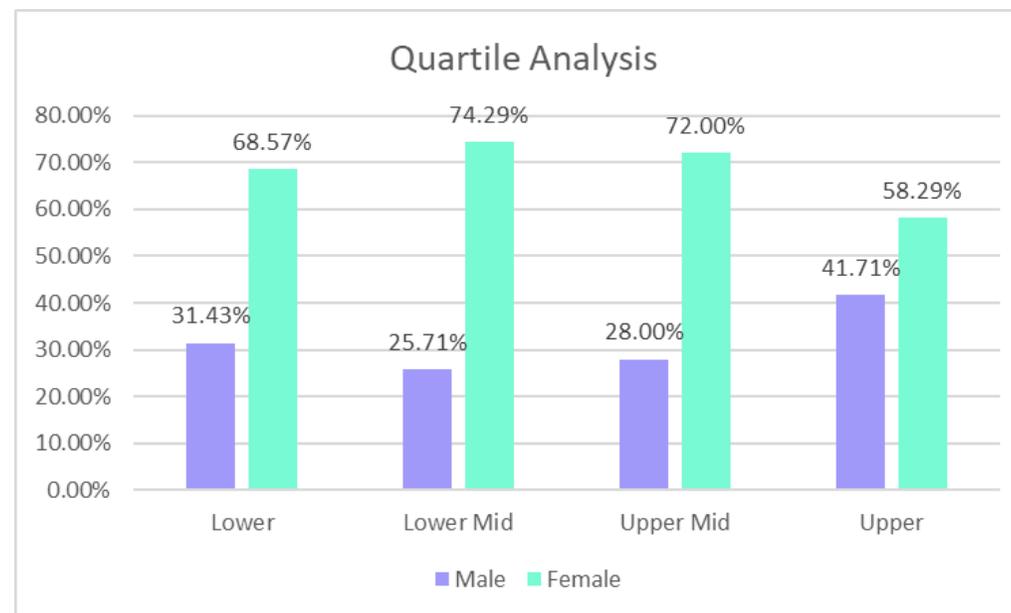
Median bonus gap = **-0%**

Males receiving bonus = 80.79%

Females receiving bonus = 75.75%



Proportion of male and female colleagues per quartile



Variance from NCFE Female Population Average

Lower **-0.15%**

Lower Middle **+5.57%**

Upper Middle **+3.28%**

Upper **-10.43%**



Reporting on Actions from 2022/2023

In our Gender Pay Gap report from 22/23 we set out a number of actions we proposed to take. Outcomes are outlined below:

1. promote our equality and diversity monitoring capability

We have continued to do put emphasis on this, with a new campaign having launched at the start of February in People Focus, which will continue be a rolling feature to remind colleagues to update their details

2. Review our Approach to Pay Progression

In May 2023 we launched our new Pay & Reward policy, which sets out clearly our approach to pay progression. In December 2023 we communicated via our Leadership team to all colleagues to ensure they understand the approach our policy takes.

3. Further analysis of our Gender Pay Gap

Further to the implementation of our new pay structure, we have undertaken and provided information on our gender split at each of our 6 pay bands to identify where we have lower gender representation than our population. This has shown that bands A, C & D have a lower proportion of women, contributing to our gender pay gap.

4. Flexible working review

Legal changes were announced in 2023 to flexible working regulations, coming in to place in April 2024. This includes colleagues being able to submit a request from day 1 and making more than 1 request a year. We expect will have a positive impact to those requesting a change under flexible working.

5. Family leave review

A light touch review was completed, which pointed to our family leave provision not being a driving factor in colleagues leaving, and that we benchmarked comparatively against competitors. As there was additional financial considerations, it was decided not to implement any changes at present.

6. EDI Committee

Our EDI committee continued to meet in the first half of 2023 until the chair left, however we have secured a new chair from our leadership team and the committee is being reinstated to review any areas of focus and key actions



Action Plan 2023-24

NCFE is committed to improving our equality, diversity and inclusion offer for all colleagues and applicants. We've revised our key focus areas for 2023-24 which we hope will contribute to reducing our gender pay gap.

1. Continue to promote our equality and diversity monitoring

We also capture EDI data at application and hire stage to track which candidates we are attract and appoint.

2. Review of our benefits

We have a scheduled review of our total benefits package on our roadmap to conclude by the end of Q3. Through this piece of work we will be exploring cost neutral options to bring into NCFE to enhance the benefits we offer.

3. relaunch of our EDI committee

Our EDI committee has a new chair recently appointed, and members are being recruited across the organisation. The new committee will be driven by colleagues and when established will review what actions should be taken forward as a priority.

4. Continue EDI focus and reporting within recruitment

We continue to use blind CV sifting techniques which we introduced in 2023, as well as having plans to increase our reporting around appointments into senior roles.

5. Focus on developing clearer routes and pathways internally for progression

To address the balance within our lower pay bands, we are focusing this year on internal progression pathways for colleagues. The launch of our recent ALL framework brings together the development journey on offer for colleagues, to increase understanding. We will also be expanding our reporting in this area, and monitoring figures on pay increases following the launch of our pay policy. Additionally, we are working on succession planning within NCFE, to support our internal progression pathways for those at lower bands.