



Gender Pay Gap Report 2021-22

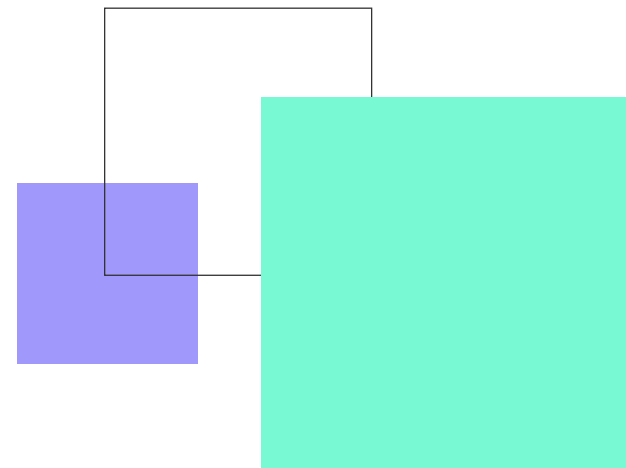
(report ran 7 April 2021 year in arrears)

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.



Gender Split

Men = 33.82% (185)

Women = 66.18% (362)

Pay Gap 2021/22

Mean pay gap = 3.99%

Median pay gap = 3.50%

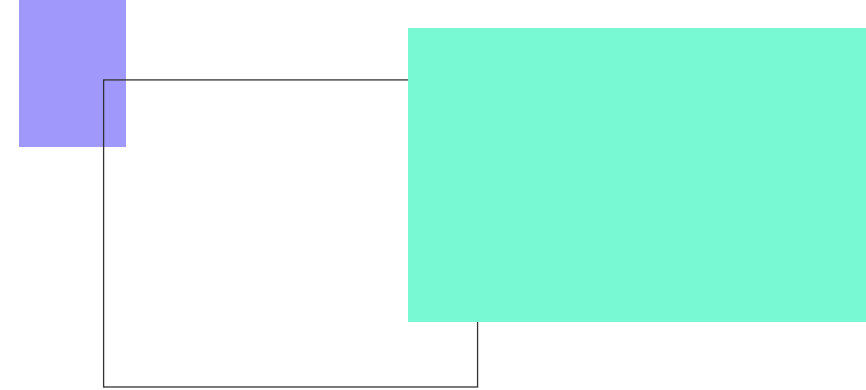
Bonus Gap 2021/22

Mean bonus gap = 4.27%

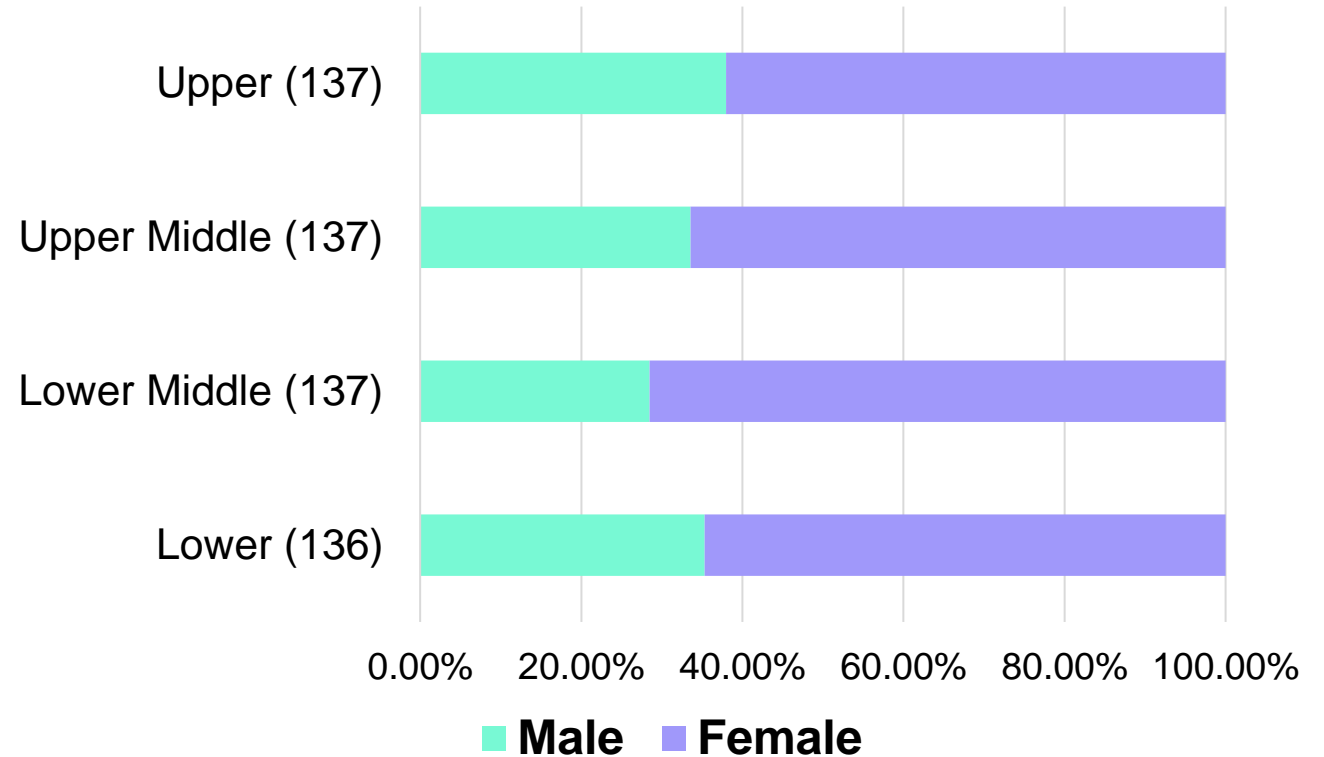
Median bonus gap = **-2.80%**

Males receiving bonus = 9.38%

Females receiving bonus = 8.27%

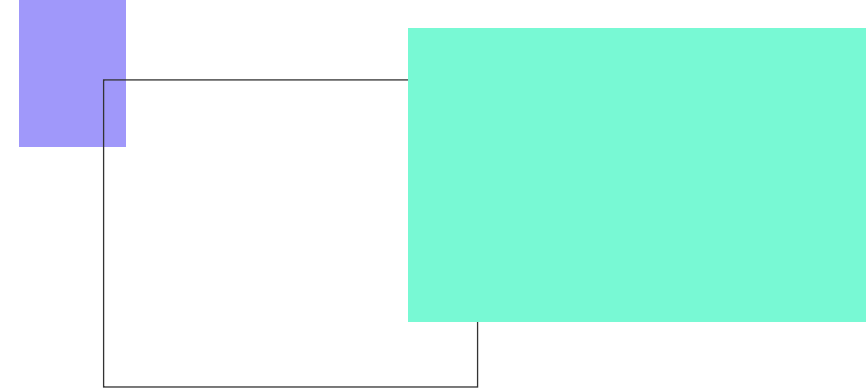


Quartile Analysis



Pay gap commentary

- NCFE's pay approach supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.
- In [BBC Analysis](#) [2021], the worst gender pay gap by sector on average in the UK is in Education (26% median pay gap). NCFE is significantly lower than the sector average at 3.5% but this has increased since 2020/21 when it was 0.5%.
- In both 2021/22 and 2020/21, there have been more women than men in each of the four pay quartiles and this is reflective of the overall gender split at NCFE, with 362 women and 185 men being employed at the snapshot date. This is also typical of the Education sector, which employs more women than men nationally.
- 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 ongoing Transformation 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 an EDI Committee who support with promoting and improving equality and diversity within NCFE.



Action Plan 2022-23

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. Review of our Recruitment Policy and Processes

The People Services team will review our Recruitment Policy and Processes in 2022-23. A key task within this will be identifying opportunities to reduce the gender pay gap based on the Six Effective Actions.

2. Further develop our equality and diversity monitoring capability

Our recruitment system is currently being optimised and our Talent Acquisition team have developed a suite of equality monitoring data. We plan to use this to understand where we're missing opportunities to attract diverse talent and to be able to action plan our talent attraction strategy to increase representation at all levels.

3. Review our Approach to Reward and Recognition

As part of our wider Transformation Strategy, Reward and Recognition is a key work programme. As part of this, a formal job classification scheme and pay structure are to be established to improve transparency, consistency and fairness in our reward processes.

4. Further analysis of our gender pay gap

Whilst our gender pay gap is significantly lower than the sector and national average, we're keen to further analyse our pay gap data to understand where we can see a gap. An option we're considering is to break the data down further into 10 percentiles to enhance our understanding.

5. Improve our Performance Development programme

Performance Development is a key work programme in our ongoing Transformation Strategy and a central objective of this work is to ensure there are clear and transparent principles which set out how colleagues can achieve pay progression.

**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**