



NCG GENDER PAY GAP STATEMENT MARCH 2024



INTRODUCTION

NCG is an equal opportunities employer. NCG Corporation includes Carlisle College, Kidderminster College, Lewisham College, Newcastle College, Newcastle Sixth Form College, Southwark College, West Lancashire College and Professional Services.

The figures have been calculated using the mechanisms that are set out in the gender pay gap legislation, and cover the following key metrics:

1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

As NCG employs more than 250 colleagues, the Corporation is legally bound to publish details of the gender pay gap (GPG) annually.

The data contained within this report covers the period 1 April 2023 to 31 March 2024.

In April 2017 the Government introduced the gender pay gap transparency regulations to encourage large employers to take informed action to close their GPG where one exists. However, the reporting is not to be confused with equal pay or pay discrimination.

NCG is required to report GPG data by Monday 31 March 2025 for the data period of 1 April 2023 to 31 March 2024. As part of the GPG obligations, NCG is required to publish this statement on the Corporation's website and submit evidence of compliance annually to the Government. The data must be published on an annual basis and retained with pay figures online for three years to demonstrate progress.



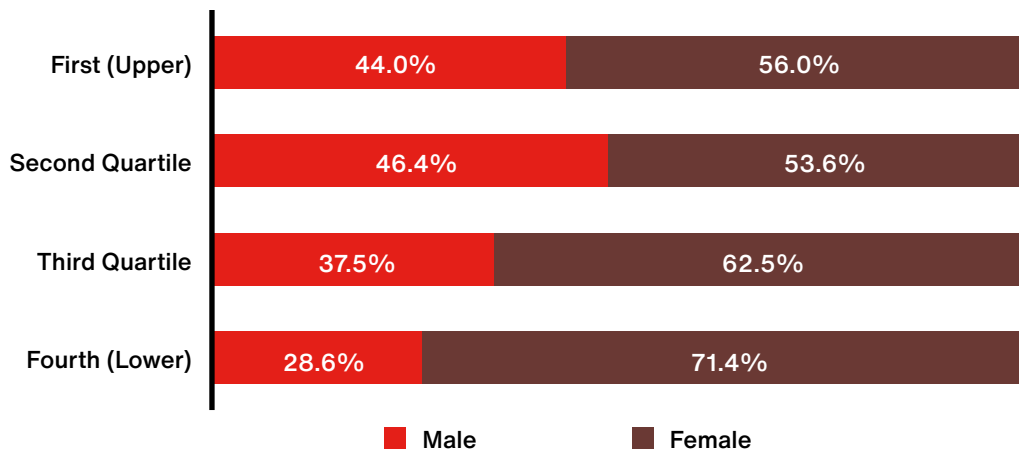
NCG DATA FOR 2024

This table shows NCG mean and median gender pay as of 31 March 2024.

Mean	Median
Mean 8.4%	Median 11.5%
	
Decrease of 4%	Decrease of 2.4%

PAY QUARTILES

This is the distribution of men and women across four equally sized quartiles. Our NCG Workforce consists of 60.87% women. Looking at the quartile details, this supports the above narrative.



Analysing our GPG, we have found the following:

- More females are employed within all pay quartiles than men. This is a consistent trend from the previous year and should impact positively in future years.
- NCG employs (57.14%) female colleagues in management grade positions compared to (42.86%) males, from a total of 280. This is in line with the previous year.
- There were fewer male leavers in management roles (44.68%) compared to (55.32%) female, from a total of 47. This will attribute to a positive impact on our GPG.
- There are predominantly more women in support and admin roles - (66.78%) compared to (33.22%) men.
- There are more female teachers (57.12%) compared to (42.88%) male, from a total of 1068. This is an improvement from last year.
- NCG has employed more female (60.95%) new starters compared to men (39.05%) from a total of 507 new starters.
- There were more female (65.43%) new starters in lower paid admin roles compared to male new starters (34.57%), from a total of 81 admin staff.

NCG'S COMMITMENT TO REDUCING THE GENDER PAY GAP

NCG continually reviews pay across the group and is committed to identifying and addressing any gender pay gaps.

NCG is currently working on the following areas:

- Job evaluation is being implemented and will be fully in place by December 2025. This will impact all roles across NCG to ensure an equitable salary and benefits structure.
- Standardisation of the NCG Pay Structure and criteria for pay progression from entry point to career progression.
- Reviewing attraction and selection methods to ensure fairness and equality for all applicants.
- Analysing turnover and retention data with appropriate improvement plans developed.
- Introducing menopause policy to provide information and support for those who are directly or indirectly affected by the menopause.

"NCG is committed to treating all colleagues fairly and equally, and avoiding any unfair discrimination.

"NCG strives to continually reduce the gender pay gap and plans to publish results again in April 2026, as required by the Government.

"I confirm that I have reviewed the data and the calculation of the gender pay gap and bonus pay gap and that, to the best of my knowledge and belief, the required elements are accurately expressed in accordance with the regulations."



Chief Executive Officer

Liz Bromley

A handwritten signature in blue ink that reads "Liz Bromley" with a checkmark below it.

NCG

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