



GENDER PAY GAP 2023/2024

The Gender Pay Gap at New College Lanarkshire decreased slightly in 2023/2024 and now sits at 11.3%. All male average hourly salaries still exceeded female hourly salaries by 11.3%, based on average (mean) hourly pay. However, this is a reduction in 1.37% between 2022/23 and 2023/24.

The number of female staff employed decreased by 5.98% between 2022/23 and 2023/24. This was through various means such as voluntary severance, retirement and resignations. The number of male staff also decreased slightly, by 1.69%.

The main gender imbalance remains within our Professional Services staff group. Previously the majority of these staff were concentrated in the two lower pay quartiles. We are pleased to note the increase in female staff in the Upper Middle Hourly Pay Quartile.

Upper hourly pay quartile

W – 56.5%

M – 43.5%

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Upper Middle hourly pay quartile

W – 59.1%

M – 40.9%

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Lower Middle hourly pay quartile

W – 53.6%

M – 46.4%

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Lower hourly pay quartile

W – 83.1%

M – 16.9%

The nationally agreed lecturer scale continues to have a positive impact on the pay gap. We continue to apply the Real Living Wage increases to our lowest scale point.

Negotiations are still ongoing in respect of a nationally agreed pay award which would be effective from September 2022 for all categories of staff.

For our 2023 Gender Pay Gap report, the three-year trend for Gender Pay Gap calculated on average salaries is:

Mean (Average)	2021/22	2022/23	2023/24
All Staff	12.5%	12.67%	11.3%
Academic Staff	0.58%	0.28%	-0.78%
Professional Services	13.84%	12.3%	11.91%

Across all staff, the median gender pay gap has remained at 14%. There remains no gender pay gap based on median hourly rates for Academic Staff. For Professional Services staff, the gap has reduced from 12% to 10%. An increase in female staff moving into the second highest and highest quartile is likely to have contributed to this and in addition, a slight reduction of male staff has reduced the median salary for male staff within Professional Services.

The highest number of female staff remains in the lowest pay quartile, followed by the second highest quartile.

The differential overall between male and female median hourly rates is £3.37 per hour, with the female median hourly rate at £20.45 and the male median hourly rate at £23.82.

Median (MidPoint)	2021/22 [data at April 2021]	2022/23 [data at April 2022]	2023/24 [data at April 2023]
All Staff	9.67%	14%	14%
Academic Staff	0.00%	0.00%	0.00%
Professional Services	11.8%	12%	10%

All staff at NCL are paid on fixed salary points, except lecturing staff who are appointed to a five-point scale and progress by qualification or annual increment on the anniversary of their start date with us. There are no bonus arrangements in place at NCL for any member of staff.

This data has also been submitted for publication to the UK Government's Gender Pay Gap Service, which is searchable at <https://gender-pay-gap.service.gov.uk/>.