



**NEW  
COLLEGE  
LANARKSHIRE**

## **GENDER PAY GAP 2022/23**

The Gender Pay Gap at New College Lanarkshire increased slightly in 2022/23 from 12.5% in 2021/22 to 12.67% based on average (mean) hourly pay.

New data has also determined that the number of female staff employed overall rose by 1% to 64%.

The main gender imbalance remains within our Professional Services staff group as the majority of these staff are concentrated in the two lower pay quartiles.

### Upper hourly pay quartile

W – 55.2%

M – 44.8%

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### Upper Middle hourly pay quartile

W – 56.9%

M – 43.1%

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### Lower Middle hourly pay quartile

W – 59.7%

M – 40.3%

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### Lower hourly pay quartile

W – 84.6%

M – 15.4%

The nationally agreed lecturer scale and nationally agreed pay settlements for both staff groups has had a positive impact on the pay gap. For 2021 there was a flat rate consolidated pay award applied pro-rata to all staff categories, with a cap on increases for higher paid roles, in line with the principles of Scottish Public Sector Pay Policy. We continue to apply the Real Living Wage increases to our lowest scale point.

For our 2022 Gender Pay Gap report, the three-year trend for Gender Pay Gap calculated on average salaries is:

Mean (Average)	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
<b>All Staff</b>	<b>12.97%</b>	<b>12.5%</b>	<b>12.67%</b>
Academic Staff	0.70%	0.58%	0.28%
Professional Services	13.77%	13.84%	12.3%

For the calculations at the median (or midpoint) hourly rates, the picture continues to be mixed. Across all staff, the gender pay gap has increased to 14%. The number of female staff has increased in all pay quartiles with the exception being the lower middle quartile, with the highest number still remaining in the lowest quartile. This has drawn down the midpoint of the hourly rate for female staff slightly.

Within our two key constituent groups, there remains no gender pay gap based on median hourly rates for Academic Staff. For Professional Services staff, the gap has slightly increased to 12% which again may be due to an increase in female staff and professional services staff making up the lower two quartiles.

The differential overall between male and female median hourly rates is £3.31 per hour, with the female median hourly rate at £20.51 and the male median hourly rate slightly higher at £23.82.

Median (MidPoint)	<b>2020/21 [data at April 2020]</b>	<b>2021/22 [data at April 2021]</b>	<b>2022/23 [data at April 2022]</b>
<b>All Staff</b>	<b>13.29%</b>	<b>9.67%</b>	<b>14%</b>
Academic Staff	0.00%	0.00%	0.00%
Professional Services	12.44%	11.8%	12%

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/>.