

Gender pay gap report

2024

Based on data from 5 April 2024

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Executive Summary

- NCFE's pay approach supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.
- NCFE Gender Pay Gap for 24/25 is at 5.03%, down from 9.02%
- UK Average Pay Gap is 13.1% (ONS 24)
- 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 2023/24 is outlined within the report, and some new action areas identified for the year ahead.

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.

2024/2025 gender pay gap data



Gender Split

Men = 31.54% (235)

Women = 68.45% (510)

Gender pay gap 2024/25

Mean pay gap = 8.04%

Median pay gap = 5.03%

Gender bonus gap 2024/25

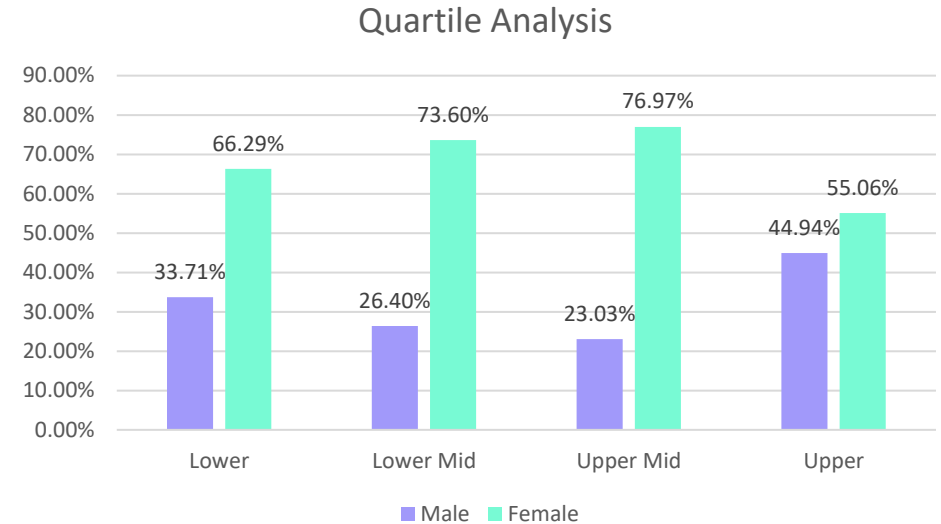
Mean bonus gap = 10.22%

Median bonus gap = -0%

Males receiving bonus = 74.79%

Females receiving bonus = 75.64%

Proportion of male and female colleagues per quartile



Variance from NCFE Female Population Average

Lower **-2.16%**

Lower Middle **+5.15%**

Upper Middle **+8.52%**

Upper **-13.39%**



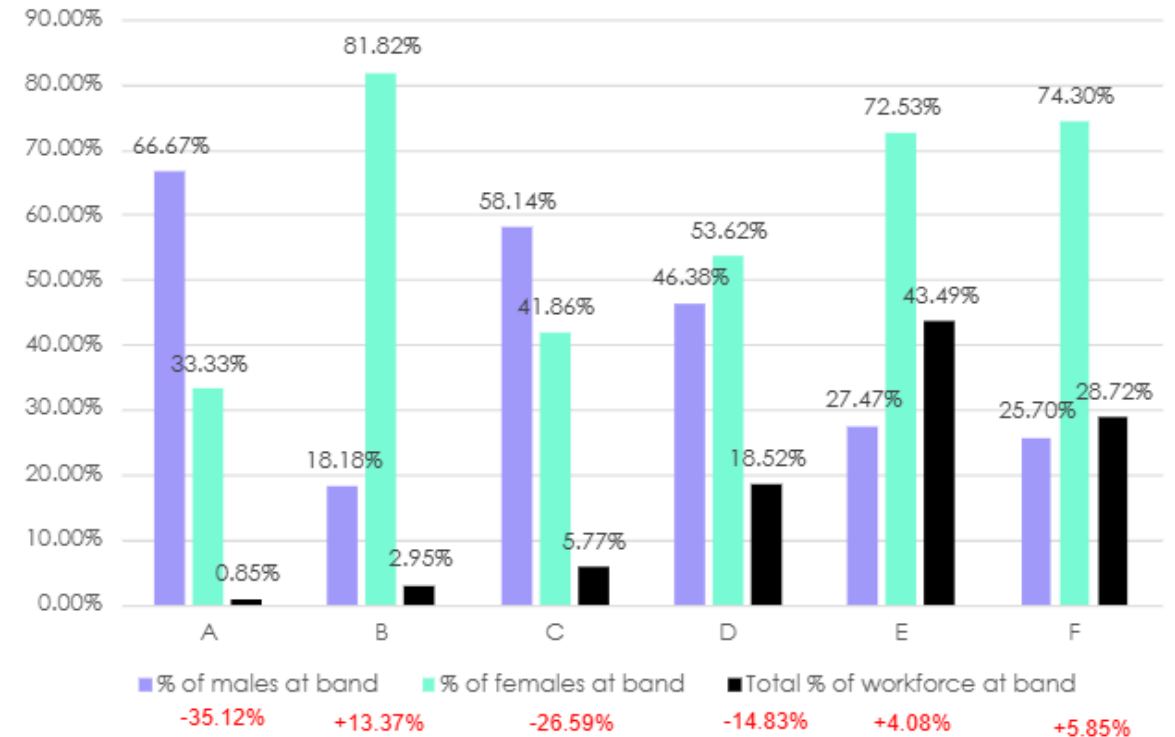
- Internally we categorise roles into 6 pay bands, from A (highest) to F (lowest). Our band split shows we have an under representation of women compared to our gender split at bands A, C and D.
- Proportionally we have the lowest % of females at band A at -35.12%. Band A only makes up 0.85% of the organisation overall.
- Bands C and D both have an under representation of women compared to our gender split, which will contribute to our gender pay gap.
- However, band B which represents a large amount of our leadership team positively reflects a higher-than-average proportion of women than our gender split.
- Band E and F both also have a higher proportion of women, with an over representation compared to our gender split.

Gender Split

Men = 31.54% (235)
Women = 68.45% (510)

Based on data as of 5 April 2024

Gender Split Per Pay Band



Figures in red indicate the variance from NCFE's female population average

Reporting on Actions from 2023/2024



In our gender pay gap report from 23/24 we set out several actions we proposed to take. Outcomes are outlined below:

1. Continue to promote our equality and diversity monitoring

In 2023/24 we ran multiple campaigns to encourage our colleagues to input their EDI data into our HR Information System, resulting in a 60% increase in colleagues disclosing their data. The disclosed data has been used by our EDI Committee to assess which areas may require focus over the coming year.

2. Review of our benefits

In 2024 we completed a holistic review of our colleague benefit package, working with our colleagues to co-create our new enhanced offering. This was a cost neutral exercise, focusing on giving colleagues additional time away from work, including more holiday and being able to purchase holiday, and to enhance our wellbeing offering. This ensures we provide colleagues with the flexibility and support needed to balance their personal and professional lives.

3. Relaunch of our EDI Committee

Our EDI committee relaunched in March 2024, with a new chair appointed to drive this forward. Our committee is made up of representatives from across the organisation, all with their own interests in driving EDI forward at NCFE. Progress so far has included a full discovery phase, resulting in developing an internal EDI framework comprised of 4 pillars and 5 enablers, and conducting an organisation wide EDI survey to understand what support colleagues require in their day to day working life, and to feed into our EDI plan for the year ahead.

4. Continue EDI focus and reporting within recruitment

In 2023/24 we introduced a new three tier Hiring Manager training approach, with our second tier encompassing training for our line managers around blind CV shortlisting and unconscious bias, to support our recruiting managers in these areas.

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

In 2023/24 we set up reporting mechanisms to begin to track internal progression metrics over the coming year, allowing us to monitor figures on pay increases by gender and other relevant characteristics. We also continued to roll out our ALL framework which brings together the development journey on offer for colleagues, to increase understanding, and we have also developed and rolled out a line manager development programme. We have additionally begun our discovery phase for an approach to early careers recruitment, with a set of recommendations to take forward this year.

Action Plan 2024-25



NCFE is committed to improving our equality, diversity and inclusion offer for all colleagues and applicants. We've revised our key focus areas for 2024-25 which we hope will contribute to further reducing our gender pay gap.

1. Continue to promote EDI self-disclosure

Further campaigns internally will continue to promote our self-service functionality for colleagues to disclose their protected characteristics, to ensure we have comprehensive data to support future reporting requirements.

2. Review of our approach to Performance Related Pay

In 2024 we are completing a comprehensive review of our approach to Performance Related Pay for all levels within the organisation. This will ensure our approach is fit for purpose and aligned to our Strategy 2030, as well as ensuring it is equitable, without any elements of gender bias.

3. Understanding our diversity data in relation to pay and progression

With our strengthened reporting in place, we will explore our data on pay progression and internal routes for progression, breaking this down across gender and all other elements within our EDI policy. This will allow us to look at what interventions may be required to positively contribute to decreasing our gender pay gap.

4. Embedding our EDI framework

Our EDI committee will embed the new EDI framework across the organisation, looking at bringing in specific interventions for the areas of focus identified through the discovery phase. We will also work collaboratively with this group to review our gender pay gap action plan throughout the year to ensure continual progress is made.