



Derby College

Gender Pay Gap Report 2016/17

Gender Pay Gap Data

The figures set out below have been calculated using the standard methodologies in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Derby College's gender pay gap data on 31st March 2017 was as follows:

Hourly rate of pay

The following calculations show the difference between the mean hourly rate of pay that male and female employees receive and also the median:

| Pay | Male £hourly Rate | Female £hourly rate | Difference % |
|--------|-------------------|---------------------|--------------|
| Mean | 14.32 | 13.93 | 2.7 |
| Median | 13.75 | 12.21 | 11.1 |

Bonus Payments

The following calculations show the difference between the mean bonus pay that male and female employees in receipt of a bonus received and also the median; and the proportion of males and of females in receipt of a bonus payment:

| | Male | Female | Difference % |
|--|------|--------|--------------|
| Mean | 0.0 | 0.0 | 0 |
| Median | 0.0 | 0.0 | 0 |
| Proportion of males receiving a bonus; and the proportion of females receiving a bonus | 0.0 | 0.2 | |

By Quartile

The following calculations show the proportions of male and female employees in four quartile pay bands which is done by dividing the workforce into four equal parts:

| Quartile | Description | Male % | Female % |
|--------------|---|--------|----------|
| Upper | Includes all employees whose standard hourly rate places them above the upper quartile | 42.3 | 57.7 |
| Upper Middle | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile | 39.4 | 60.6 |



| | | | |
|---------------------|---|------|------|
| Lower Middle | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median | 36.3 | 63.7 |
| Lower | Includes all employees whose standard hourly rate places them at or below the lower quartile | 32.1 | 67.9 |

Supporting Statement

Derby College aims to model good employment practice, including ensuring fairness and transparency in the way that it pays and rewards its existing and future employees.

It is understood that the College's gender pay gap is explained by the fact that in the College's lower paid roles women predominate, reflecting wider societal norms and gender related career choices.

The College already operates a range of policies intended to support women at work and particularly employees, mostly female, who have caring responsibilities at home.

We will continue to monitor pay and reward in the College, including gender pay and equal pay, on a regular and ongoing basis so that all employees are treated fairly, irrespective of their gender and in accordance with our values and commitment to Equality, Diversity and Inclusion.

Eradicating the Gender Pay Gap

The College has embarked upon a root and branch review of its recruitment and selection processes and practices. Included in this review will be the identification of practices and processes which may impact negatively on females and we will action plan to remove these. Where practices and processes can be identified to impact positively on females we will action plan to keep, adopt and promote these.

As part of our current three-year strategy, the College is focusing on its Talent Management Strategy which will provide a platform for the personal development and career development of our employees which will be actively promoted to all female employees.

The College will continue to train all our managers in their responsibility to place equality, diversity and inclusion at the heart of their practices.

For and on behalf of Derby College

Bernadette Doyle, HR Director

16th March 2018