



DCG

DERBY COLLEGE GROUP

Gender Pay Gap

Report 2025

Derby College Group



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 2025 was as follows:

Hourly Rate of Pay

The following calculation shows the difference between the median hourly rate of pay that male and female employees receive. Previous years are shown for comparison.

Pay	Male £hourly Rate	Female £hourly rate	Difference %
Mean	18.84	17.54	6.90 (-1.39)
Median	20.35	15.46	24.03 (+2.12)

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 the median; as well as the proportion of males and of females in receipt of a bonus payment:

	Male	Female	Difference %
Mean	990.14	893.66	9.74
Median	1000.00	1000.00	0
Proportion of males receiving a bonus; and the proportion of females receiving a bonus	95.9%	98.0%	

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. Previous years' figures are in brackets () for comparison.

Quartile	Description	Male %	Female %
Upper	Includes all employees (215) whose standard hourly rate places them above the upper quartile	45.6	54.4
Upper Middle	Includes all employees (214) whose standard hourly rate places them above the median but at or below the upper quartile	45.8	54.2
Lower Middle	Includes all employees (215) whose standard hourly rate places them above the lower quartile but at or below the median	28.4	71.6
Lower	Includes all employees (214) whose standard hourly rate places them at or below the lower quartile	31.3	68.7

Supporting Statement

DCG is committed to modelling good employment practice and to ensuring fairness and transparency in the way it pays and rewards both its existing and future employees.

DCG recognises that its gender pay gap is primarily driven by workforce composition, with women more highly represented in lower paid roles. This reflects wider societal and labour market factors, including occupational segregation and gender-related career pathways, which influence patterns of participation and progression across sectors.

DCG already operates a comprehensive range of policies designed to support women in the workplace, particularly employees with caring responsibilities, the majority of whom are female. These include flexible working arrangements, maternity leave and career break schemes, and childcare support. Such measures are intended to enable employees to balance work and caring responsibilities while supporting retention and career progression.

DCG will continue to monitor pay and reward on a regular and ongoing basis, including both gender pay and equal pay, to ensure that all employees are treated fairly and consistently, irrespective of gender, and in line with DCG's values and commitment to Equity, Diversity and Inclusion.

Eradicating the Gender Pay Gap

DCG will continue to review and develop its recruitment and selection processes to ensure equity, fairness and consistency throughout the employee lifecycle. Selection materials and recruitment communications will be reviewed to ensure they remain gender-neutral in both language and imagery.

Flexible working will continue to be supported wherever operationally possible, enabling women to remain in employment with DCG and to progress their careers over time.

Opportunities for personal and professional development at all levels of the organisation will continue to be actively promoted to female employees. During the current academic year, DCG will introduce an internal mobility and succession-planning framework to support progression and strengthen leadership pipelines.

DCG will also continue to develop its organisational culture to ensure that equity, diversity and inclusion remain central to all behaviours, decisions and practices across the College.

For and on behalf of DCG

Di Troman

Director of HR

26 February 2026

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