



DCG Gender Pay Gap Supporting Statement

DCG 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 DCG'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.

DCG 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 DCG, 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

Following a root and branch review of its recruitment and selection processes and practices over the past 12 months the College will be ensuring that:

- the training provided to managers involved in the process includes a refresher on unconscious bias
- job descriptions and advertisements will ensure gender neutrality in terms of the imagery and language used

Flexible working requests will continue to be supported wherever possible to encourage women to remain in DCG's employment and develop their career with us.

Opportunities for personal and career development at all levels of position within DCG will continue to be actively promoted to all female employees.

DCG 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 DCG

Bernadette Doyle, Executive Director of HR