



DCG

DERBY COLLEGE GROUP

GENDER PAY GAP

Report 2023

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 2023 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	16.44	15.19	7.60%
Median	17.32	13.42	22.52%

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	0.0	

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:

Quartile	Description	Male %	Female %
Upper	Includes all employees whose standard hourly rate places them above the upper quartile	45.9	54.1
Upper Middle	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	41.2	58.8
Lower Middle	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	26.8	73.2
Lower	Includes all employees whose standard hourly rate places them at or below the lower quartile	29.2	70.8

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 Equity, Diversity and Inclusion.

ERADICATING THE GENDER PAY GAP

We will continue with a focus on our recruitment and selection processes and practices to ensure equity, fairness and consistency are reviewed and further developed throughout. In addition, we will focus on ensuring all materials related to recruitment and selection are gender neutral in terms of imagery and language used.

Workshops focused on unconscious bias will be rolled out to all managers.

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 within DCG will continue to be actively promoted to all female employees. A formalised approach to internal mobility and succession planning will be introduced as part of the strategy process.

DCG will continue to develop its culture to ensure that equity, diversity and inclusion is at the heart of all of our behaviours and practices.

For and on behalf of DCG

Di Troman

Director of HR

12 March 2024

The Roundhouse

Roundhouse Road
Pride Park
Derby DE24 8JE



The Joseph Wright Centre

Cathedral Road
Derby DE1 3PA



Broomfield Hall

Morley, Ilkeston
Derby DE7 6DN



The Community College

2 Pimlico
Ilkeston
Derbyshire DE7 5JS



0800 028 0289

enquiries@derby-college.ac.uk

www.derby-college.ac.uk

Follow Derby College Group on

