



**North Warwickshire
& Hinckley College**

Part of North Warwickshire and South Leicestershire College

Gender Pay Gap Report 2018

North Warwickshire and South Leicestershire
College

Nicola Morrison

Director of Human Resources & Organisational Development

North Warwickshire & South Leicestershire College is legally required to calculate and publish an annual gender pay gap report. This report provides gender pay gap information data reflective of the snapshot date of 31 March 2018.

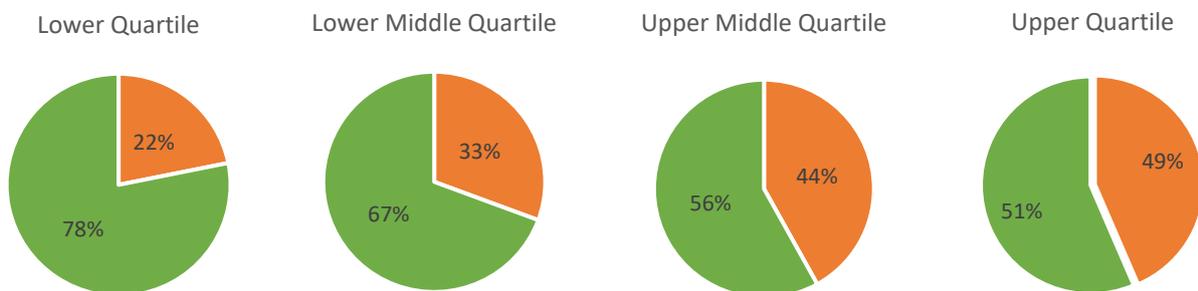
Pay & Bonus Gap

The mean gender pay gap for the college is 16.35%.

The median gender pay gap for the college is 24.98%.

The college does not operate a standard bonus scheme and therefore the proportion of males and females receiving a bonus payment is 0%.

Pay Quartiles



The above image illustrates the gender distribution at the college across four equally sized quartiles, each containing a little under 175 colleagues.

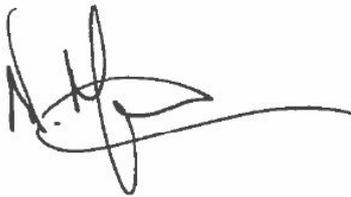
North Warwickshire & South Leicestershire College is committed to its statutory duties as set out in the Equality Act 2010 and the principle of equal opportunities and equal treatment for all employees. As part of that principle, the College believes that all staff should receive equal pay for the same, or broadly similar work rated as equivalent, or for work of equal value, regardless of their sex or any other characteristic. As such, the College ensures that it:

- Reviews its equal pay policy in line with the Equality and Human Rights guide to equal pay.
- Monitors the impact of practices, not only with regard to pay, but also recruitment and performance reviews.
- Has a transparent pay system.
- Provides training for managers on anti-discriminatory practice.
- HR oversight of recruitment, career progression and pay processes to ensure there is no gender bias.

North Warwickshire & South Leicestershire College knows that there is more to do and over the next 12 months will be taking further steps to demonstrate its ongoing commitment by:

- Evaluating recruitment processes for gender bias and ensuring diverse selection panels and provide unconscious bias training for all staff involved in the recruitment or promotion of staff.
- Evaluate how the status of flexible working can be increased, through better job design and other measures to ensure full engagement (whether the progress of staff is hindered by the fact that senior posts are predominantly full-time; access to CPD sessions etc.) and ensuring that family friendly policies are reviewed and promoted across the College.
- Identify potential equality and gender barriers through mechanisms such as employee engagement surveys to maximise opportunity for staff to express views on gender.

I confirm the data in this report is accurate and has been carried out in line with regulations.

A handwritten signature in black ink, appearing to read 'Nicola Morrison', with a long horizontal flourish extending to the right.

Nicola Morrison
Director of Human Resources, Organisational Development & Marketing