Gender Pay Gap Report for North Warwickshire and South Leicestershire College

North Warwickshire and 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 approach in line with the Equality and Human Commission guidance.
- Monitors the impact of practices, not only regarding pay, but also recruitment and performance reviews.
- Has a transparent pay system.
- Provides training for managers on anti-discriminatory practice.
- Has HR oversight of recruitment, career progression and pay processes to ensure there is no gender bias.

This report provides gender pay gap information data reflective of the snapshot date of 31 March 2026.

Pay and Bonus Gap

The mean gender pay gap for the college is 11.22%

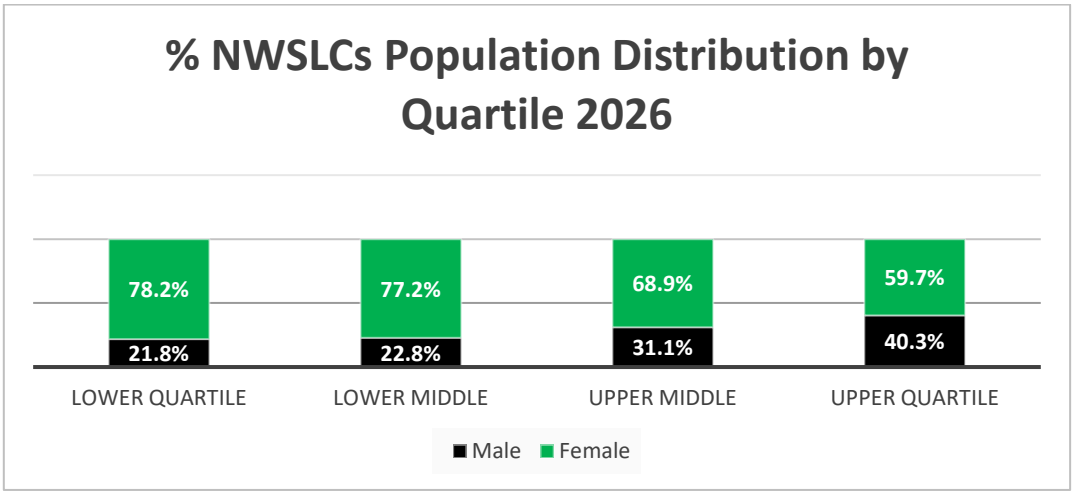
The median gender pay gap for the college is 13.68%

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

The mean gender pay gap for the College has decreased by approximately 1.7 percentage points compared to the previous report. The median gender pay gap has also reduced by approximately 1.6 percentage points. Whilst a gender pay gap remains, both measures continue to show an improvement on the previous reporting period.

Pay Quartiles

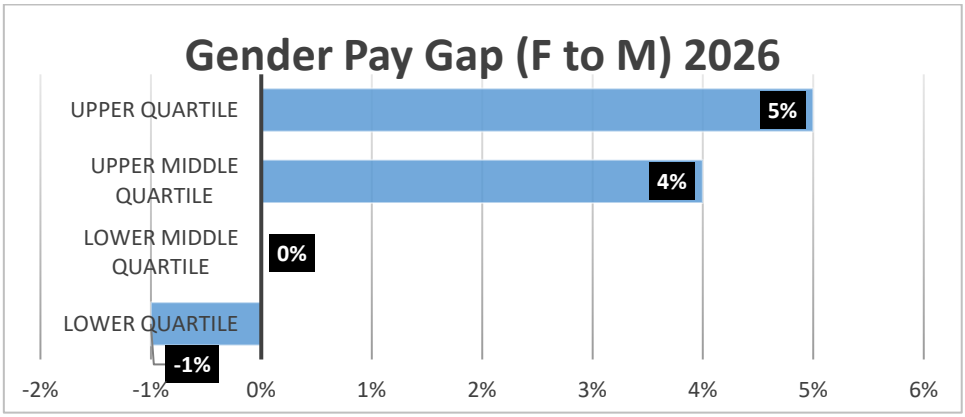
The diagram below shows the workforce distribution split by quartile, with the percentage split in each quartile. Each Quartile represents a total of 206 persons.



The College continues to have a higher population of females across all quartiles. Females represent approximately 71% of the College workforce and remain the majority within each pay quartile. The proportion of males increases in the upper quartile when compared with the lower quartiles.

Gender Pay gap by quartile

The diagram below shows the percentage difference between male and female roles by quartile.



The lower quartile shows a 1% gap in favour of females, whilst the lower middle quartile shows no gender pay gap. The upper middle quartile shows a 4% gap, and the upper quartile shows a 5% gap. The increase in the upper quartile gap reflect changes within the composition of the highest earning roles during the reporting period.

Action Plan

The College has made progress but recognises that there is more to do. It remains that females and males are paid at the same salary band for the same roles. Over the next 12 months the College will continue to demonstrate its ongoing commitment by:

- Regularly reviewing recruitment data to ensure equal access to roles advertised externally
- Ensuring that its family friendly provision is known by all staff
- Continuing to review of the terms and conditions of entry positions into the College
- Actively monitoring the effectiveness of training in topics such as unconscious bias and recruitment.
- Developing new programmes to proactively support females at work, allowing appropriate opportunity to be presented with higher paid and senior positions
- Developing and implementing an ally programme considering targeted initiatives where under-representation is identified.

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



Colin Butler
Executive Director People and Culture
North Warwickshire & South Leicestershire College
Sept 2026