

Gender Pay Gap Report for North Warwickshire & South Leicestershire College

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 snap shot date of 31 March 2020.

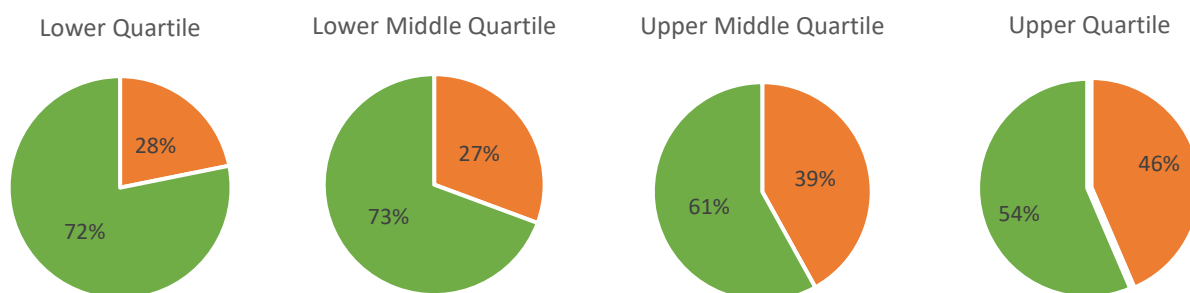
Pay & Bonus Gap

The mean gender pay gap for the college is 8.70%.

The median gender pay gap for the college is 19.38%.

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 174 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:

- Progressing the implementation of a job evaluation process and its application across the College.
- Continued development of our inclusive employer brand through financial and non-financial rewards, training and development opportunities and a progressive working culture which appeals to all.
- Establishing a range of Equality, Diversity and Inclusion workforce networks to support the identification of any potential equality barriers and enabling staff to have the opportunity to express their views.

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

Nicola Morrison

Director of Human Resources, Organisational Development & Marketing
North Warwickshire & South Leicestershire College