

Policy	Gender Pay Reporting Policy – ORG46
Document owner	Director of Care, People & Resources
Date first implemented	May 2017
Date last reviewed	August 2026
Date of next review	August 2029
Date Governor approved	May 2017
Associated documents	Equal Opportunities Policy (Staff)
Initial reviewing body	Human Resources
Final approval body	Director of Care, People & Resources
Published on website	Yes

Purpose	This policy outlines the Colleges approach to gender pay reporting
Scope	The policy covers all members of staff.
Equality & Diversity	<i>"[Derwen] College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes, and practices." Derwen College Equal Opportunities Policy</i> Derwen College's ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity, and inclusivity are embedded throughout the organisation. This policy should be applied in accordance with this ethos. If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.

To ensure compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Derwen College must calculate:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment.
- The proportion of females receiving a bonus payment.
- The proportion of males and females in each quartile band

These calculations will ensure that the College is aware of any gender pay gaps and will encourage/initiate an action plan that aims to reduce any gender pay gap that may exist.

A written statement confirming that the information is accurate will accompany our annual gender pay gap report. This statement will be published on our college website.

Our gender pay information will be available for at least 3 years and we may consider maintaining this information on our website for longer to monitor progress. Only the calculation results and written statements will be published, no employee data will be made available to ensure compliance with data protection legislation.

Data Protection

The data collected while following this policy will be used for the purposes of monitoring.