



Gender Pay Gap Report 2023

In line with all other organisations of more than 250 employees, HSDC is required to publish specific calculations showing the difference between the pay for male and female employees. This requirement was introduced under the Equality Act (Gender Pay Gap Information) Regulations 2017.

The College is required to analyse and report on the average rates of pay for its male and female employees. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

The calculations are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band

The College has undertaken these calculations based on the gender pay gap reporting legislation. The Colleges' snapshot date for the above calculations was 31 March 2023.

Gender Pay Gap Results

- The College's mean gender pay gap % is 15.82%
- The College's median gender pay gap % is 27.6%
- The College's mean bonus gender pay gap % is 0%
- The College's median bonus gender pay gap % is 0%
- The proportion of males and females in each quartile band is:

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	79%	81%	67%	56%
Male	21%	19%	33%	44%

HSDC welcomes the opportunity to publish gender pay statistics and prides itself on being an inclusive employer and we are confident that men and women are paid equally for doing the same job at the College. We continue to equality impact assess changes within our organisation to ensure that all our colleagues are paid fairly.

We continue to focus on improvements we can make to our policies and processes to ensure that access to progression within the college is accessible. We have made some adjustments to our recruitment practice to ensure a more diverse interview panel to tackle any issues of bias and we are continuing to support women in leadership through coaching support.

We continually strive for improvement and work to develop our strategies to ensure fairness and equity.

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