



GENDER PAY GAP REPORT 2021

Cheltenham Ladies' College is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5th April 2021.

- The mean gender pay gap for Cheltenham Ladies' College is 4.08%.
- The median gender pay gap for Cheltenham Ladies' College is 14.08%.
- The mean gender pay gap bonus pay for Cheltenham Ladies' College is -14.23%
- The median gender pay gap bonus for Cheltenham Ladies' College is 0%

Bonuses were paid to 15 members of staff due to exceptional circumstances and were paid relative to the additional contribution required regardless of gender. Ten were female and five were male.

PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	28.57%	71.43%
2nd	21.77%	78.23%
3rd	23.81%	76.19%
4th	19.73%	80.27%

The figures set out above have been calculated using the agreed methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender split across our workforce has seen a reduction in females to 76.53% (from 78.0% in 2020) and accordingly a small increase in males to 23.47% (22% in 2020) This split is broadly represented across three of the quartiles, but Quartile 1 is less representative at 71.43% and 28.57%. In this top quartile, the majority of the cohorts are Teaching and Management staff. This difference accounts for the observed gender pay gap. The mean gender pay gap has decreased from 2020 (7.0%) whilst the median gender pay gap has increased (12.41% in 2020).

It should be noted that the data set for this (reporting) year is affected by Furlough as, at the point of the snapshot date of 5 April 2021, 107 employees (91 female and 16 male) were not "full pay relevant employees", predominantly as a result of Furlough arrangements in place at the time.

Cheltenham Ladies' College continue to promote diversity amongst its employees, recognising the particular contributions to the achievement of our aims and objectives that can be made by individuals from a wide range of experiences and backgrounds. CLC remains committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work either through the academic pay structures or support staff pay structures, regardless of their gender (or any of the above characteristics). Progression at College is determined by personal merit and selection processes remain transparent and fair.

I, Chloe Grobler, Human Resources Director, confirm that the information in this statement is accurate.

Signed: 

Date: 25/03/2022

Counter signatory, Sue Cattermole, Chair of Audit and Risk Committee

Signed: 

Date: 31/03/2022