

GENDER PAY GAP REPORT 2022

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 2022.

- The mean gender pay gap for Cheltenham Ladies' College is 8.7%.
- The median gender pay gap for Cheltenham Ladies' College is 18.5%.
- The mean gender pay gap bonus pay for Cheltenham Ladies' College is 21.3%
- The median gender pay gap bonus for Cheltenham Ladies' College is 22.2%

Bonuses were paid to nearly all members of staff during this reporting period as a thank you to all staff for going above and beyond during the Pandemic and were paid relative to the additional contribution required by all regardless of gender.

PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	29.3%	70.7%
2nd	23.8%	76.2%
3rd	18.5%	81.5%
4th	19.0%	81.0%

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 slight increase in females to 77.3% (from 76.5% in 2021) and accordingly a small decrease in males to 22.7% (23.5% in 2021) This split is broadly represented across three of the quartiles, but Quartile 1 is less representative at 70.7% and 29.3%. As has historically been the case, 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 increased from 2021 and 2020 (4.08% and 7.0% respectively) whilst the median gender pay gap has increased again to 18.5% (14.08% in 2021 and 12.41% in 2020).

It should be noted that the data set for last (reporting) year was 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", and therefore the data was artificially more positive as many of those employees were women

in traditionally lower skilled and therefore lower paid roles. There is always a greater context to consider than in the reporting of the figures alone.

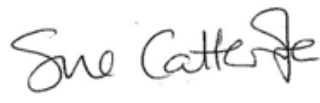
Whilst the figures reported may not appear to be positive or indeed represent the picture we would like to report, Cheltenham Ladies' College continue to promote diversity amongst its employees, recognising the particular contributions to the achievement of our aims and objectives that can be made by 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: 10 Feb 23

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

Signed: 

Date: 10 Feb 23