

## GENDER PAY GAP REPORT 2019

---

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 2018.

- The mean gender pay gap for Cheltenham Ladies' College is 4.8%.
- The median gender pay gap for Cheltenham Ladies' College is 3.1%.

Cheltenham Ladies' College does not have a bonus scheme, therefore, there is no comparative data to report.

### PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	25.3%	74.7%
2nd	25.2%	74.8%
3rd	23.4%	76.6%
4th	22.6%	77.4%

*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 is 75.9% female to 24.1% male. This split is broadly represented across the quartiles. In the top two quartiles where the majority of the cohorts are Teaching and Management staff, there is a slightly higher proportion of male employees. This small difference accounts for the observed gender pay gap.

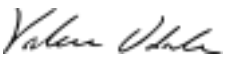
Cheltenham Ladies' College promotes diversity amongst its employees, recognising the particular contributions to the achievement of our aims and objectives that can be made by individuals from a wide range of experiences and backgrounds. CLC is committed to the principle of equal opportunities and equal 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 are transparent and fair.

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

Signed: 

Date: 21/03/2019

Counter signatory, Valerie Udale, Chair of Audit and Risk Committee

Signed: 

Date: 28/03/2019