



GENDER PAY GAP REPORT 2023

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 2023.

- The mean gender pay gap for Cheltenham Ladies' College is 7.3%.
- The median gender pay gap for Cheltenham Ladies' College is 10.6%.
- The mean gender pay gap bonus pay for Cheltenham Ladies' College is 21.0%
- The median gender pay gap bonus for Cheltenham Ladies' College is 16.7%

Bonuses were paid to 16 staff in the reporting period, eleven were female and five were male.

PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	28.0%	72.0%
2nd	20.8%	79.2%
3rd	20.4%	79.6%
4th	21.4%	78.6%

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 remains exactly as it was for the reporting year 2022 with females at 77.3% (from 76.5% in 2021) and males at 22.7% (23.5% in 2021). As has historically been the case this split is broadly represented across three of the quartiles (a variance of 2.3% or less at its highest), but Quartile 1 is less representative at 72.0% and 28.0% (5.3% variance to the overall gender split). 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 2022 where it was at 8.7%. The median gender pay gap has decreased even more significantly to 10.6% having been at 18.5% in 2022, (it was 14.08% in 2021 and 12.41% in 2020).

There is always a greater context to consider than in the reporting of the figures alone.

Whilst the figures reported show an improvement on the previous year, there remains a gender pay gap. This does not represent the picture we would like to report, however, 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: 25th March 2024

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

Signed: 

Date: 25th March 2024