



GENDER PAY GAP REPORT 2025

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 2025.

- The mean gender pay gap for Cheltenham Ladies' College is 8.3%
- The median gender pay gap for Cheltenham Ladies' College is 16.3%.
- The mean gender pay gap bonus pay for Cheltenham Ladies' College is -37.9%
- The median gender pay gap bonus for Cheltenham Ladies' College is 0.0%

Bonuses were paid to 47 staff in the reporting period, 37 (5.1%) were female and ten (1.4%) were male.

PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	30.2%	69.8%
2nd	23.7%	76.3%
3rd	19.7%	80.3%
4th	22.5%	77.5%

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 changed slightly from the reporting years 2024 and 2023 with an increase in male staff (24% from 23.4% and 22.7% respectively) and therefore a decrease in female staff (76% from 76.6% and 77.3% respectively).

Whilst we have seen a slight change in the workforce gender split, this split remains broadly representative across two of the quartiles with Quartile 1 and Quartile 3 less representative. Quartile 1, at 69.8% female and 30.2% male shows a variance of 6.2% to the overall gender split. Quartile 3, at 80.3% female and 19.7% male shows a smaller variance of 4.3% to the overall gender split. As has historically been the case, in the top quartile, the majority of the cohort are Teaching and

Management staff. This difference accounts for the observed gender pay gap which has seen a 1.2% regression. The median gender pay gap has increased to 16.3%.

There is always a greater context to consider than in the reporting of the figures alone, which do 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 continue to have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other protected characteristic) and the work that we have undertaken on the Academic Progression Pathway and Pastoral Progression Pathways and the investment in a Job Evaluation and Pay Benchmarking Framework for Support roles has further ensured this. 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: 13th March 2026

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

Signed: 

Date: 31st March 2026