



Gender Pay Gap Statement 2020

The Government published new Regulations relating to Equality in the workplace which came into force on 6th April 2017. We are required to analyse and report on our Gender Pay Gap which involves calculating average rates of pay for our male and female employees as at the April payroll each year.

April 2020 Report

This report is based on 273 relevant full pay employees of which 121 (44.3 %) are men and 152 (55.7 %) are women.

Hourly Pay

Mean gender pay gap: 9.9 % (ie on average our female employees are paid 9.9 % less per hour than our male employees)

Median Pay Gap: 9 % (there is a difference of 9 % between the mid-points of the distributions of male pay and female pay)

Pay Quartiles:	Male	Female
Top Quartile:	56 %	44 %
Upper Middle Quartile:	47 %	53 %
Lower Middle Quartile:	29 %	71 %
Lower Quartile:	45 %	55 %

Cheltenham College is committed to providing a good working environment for all our staff and that includes ensuring staff receive a fair rate of pay for the work which they do. We review our salaries on an annual basis and regularly benchmark pay for our support staff. We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our hourly pay gender pay gap reflects the nature of our workforce.

Our Mean gender pay gap has reduced from 13.9 % in 2019 to 9.9 % in 2020 continuing the trend from April 2017. However, it should be noted that although our Median gap has fallen from 23.8 % in 2019 to 9 % in 2020, this reflects the fact that almost half our staff were excluded by reason of Furlough Leave during this period.

We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 6th April 2020. (Phil Attwell – Bursar)