

GENDER PAY GAP REPORT 2024

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 2024.

- The mean gender pay gap for Cheltenham Ladies' College is 7.1%.
- The median gender pay gap for Cheltenham Ladies' College is 7.6%.
- The mean gender pay gap bonus pay for Cheltenham Ladies' College is -35.6%
- The median gender pay gap bonus for Cheltenham Ladies' College is -33.3%

Bonuses were paid to 33 staff in the reporting period, 27 were female and six were male.

PAY QUANTILES BY GENDER

Quarter	Males	Females
1st	29.1%	70.9%
2nd	21.4%	78.6%
3rd	20.2%	79.8%
4th	23.3%	76.7%

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 year 2023 with an increase in male staff (23.4% from 22.7%) and therefore decrease in female staff (76.6% from 77.3%).

As has historically been the case this split is broadly represented across three of the quartiles but Quartile 1 is less representative at 70.9% female and 29.1% male (5.7% variance to the overall gender split). As has historically been the case, in this 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 0.2% improvement. The median gender pay gap has decreased more significantly to 7.6% having been at 10.6% in 2023 and 18.5% in 2022.

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. Although an improvement, this does not represent the picture we would like to report, however,

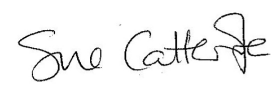
Cheltenham Ladies' College continue to promote diversity amongst its employees, recognising the particular contributions to the achievement of our aims and objectives that can be made by individuals from a wide range of experiences and backgrounds. CLC remains committed to the principle of equal opportunities 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 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 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: 17th March 2025

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

Signed: 

Date: 17th March 2025