



Gender Pay Gap Statement 2024

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 2024 Report

This report is based on 581 relevant full pay employees of which 207 (35.6 %) are men and 374 (64.4 %) are women.

Hourly Pay

Mean gender pay gap: 15.4 % (ie on average our female employees are paid 15.4 % less per hour than our male employees)

Median Pay Gap: 25.2 % (there is a difference of 25.2 % between the mid-points of the distributions of male pay and female pay)

Pay Quartiles:	Male	Female
Top Quartile:	47.6 %	52.4 %
Upper Middle Quartile:	39.7 %	60.3 %
Lower Middle Quartile:	26.9 %	73.1 %
Lower Quartile:	28.3 %	71.7 %

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.

	2019	2020	2021	2022	2023	2024
Mean Gap	13.9 %	9.9 %	17.2 %	18.2%	18.5%	15.4%
Median Gap	23.8 %	9.0 %	27.0 %	27.8%	29.1%	25.2%

The 2020 figures above reflect the exclusion through furlough of a large number of our Housekeeping staff. The Housekeeping team is now bigger than pre-pandemic levels.

The Mean Gender Pay Gap for our teaching staff is 5.0%.

The Median Gender Pay Gap for our Support staff is 15.1% but drops to 7.6% if Housekeeping are removed. This reflects the fact that we have a larger number of female staff on the Housekeeping Team which attracts lower pay and draws down the Median pay figure for women overall. Whilst we have an equivalent role in Estates which attracts the same pay rate but is predominately male, the size of the Estates Team is much smaller than Housekeeping.

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 2024.
(Phil Attwell – Bursar)