

Gender Pay Gap Report 2023

Gender Pay Gap reporting under the Equality Act 2010 (Specific Duties and Public Authorities Regulations 2017), employers with 250 or more employees are required to publish statutory calculations every year showing the pay gap between male and female employees.

This is a snapshot in time; at 31st March 2023, Cirencester College had the following Gender Pay Gaps:

Employees 2023 - 312

Male 103

Female 209

**Mean Gender
Pay Gap**

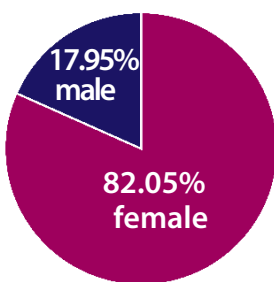
19.19%

**Median Gender
Pay Gap**

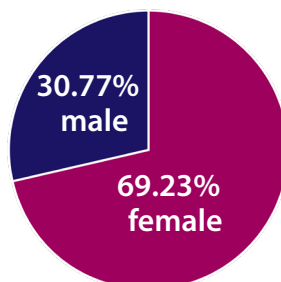
26.98%

In line with regulations, employers need to report on the proportion of male and female employees in each of four pay bands, where Lower Quartile represents lowest salaries Top Quartile represents the highest salaries.

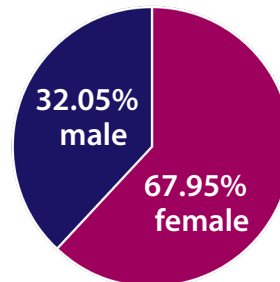
The proportions of males/females in each quartile pay band are as follows



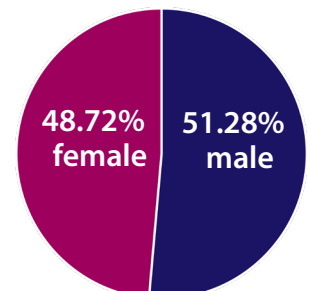
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Top Quartile

The college's action plan to close the gender pay gap includes

- To continue a rolling review of support salary scales and job roles in order to provide developmental opportunities. This involves reviews of roles to create opportunities for supervisory staff to gain more autonomy and develop their roles.
- To continue development of talent management programme to identify and 'grow' a more gender-balanced cohort of future leaders and middle managers
- developing short term project roles to give aspirational staff of either gender opportunities to develop prior to application for higher roles.