



2023 Gender Pay Report

The gender pay gap shows the difference in the hourly rate of pay between women and men in Concord College, expressed as a percentage of the average male earnings. The gap can be driven by a number of factors, including fewer women in senior positions. This is different to equal pay - the legal requirement to pay men and women the same for equal work.

Organisations must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay, bonus gap and distribution across pay quartiles.

The snapshot date for our data collection was 5th April 2023 at which time our full-pay relevant employees comprised of 170 women and 140 men.

	Median	Mean
Gender pay gap	22.8%	16.9%
Gender bonus gap	0.0%	0.0%

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of full-pay relevant male and female employees. It takes all hourly rates in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender bonus gap is the difference between the mean bonus payments of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender bonus gap is the difference between the median bonus payments of male full-pay relevant employees and that of female full-pay relevant employees.

	Female	Male
The proportion of males and females receiving a bonus payment	0.0%	0.0%

Proportion of males and females in each quartile band:

Quartile	Female	Male
Upper	40%	60%
Upper Middle	55%	45%
Lower Middle	52%	48%
Lower	72%	28%

The quartile bands are calculated by ranking all full-pay relevant employees in ascending order of hourly pay and dividing the workforce equally into quartiles. The numbers of male and female employees are recorded in each quartile.

Why does Concord College have a gender pay gap?

Concord College adopts a policy of equal pay in that men and women are paid equally for doing equivalent jobs. The main reason for median and mean gender pay gap is that we have more women in part-time lower paid roles than men.

How is Concord College addressing the gender pay gap challenge?

Concord College is committed to reducing its gender pay gap and continues to look closely at recruitment and retention strategies to attract as wide an application base as possible and encourage professional development with the specific aim of balancing the workforce.

Declaration

I confirm that to the best of my knowledge the data included in this report is accurate and in line with the reporting requirements.



Matthew Hodge
Bursar & Clerk to the Trustees

March 2024

Note on preparation

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, any UK organisation employing more than 250 employees has to report its gender pay gap. The report shows the difference in average earnings between all men and women in an organisation and comprises six different metrics and a narrative to explain the organisation's gender pay gap position:

- *the mean gender pay gap*
- *the median gender pay gap*
- *the mean gender bonus gap*
- *the median gender bonus gap*
- *the proportion of men to women that received bonuses*
- *the number of men and women according to quartile pay bands.*