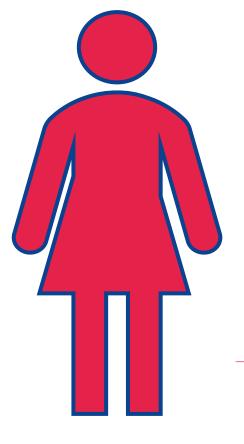




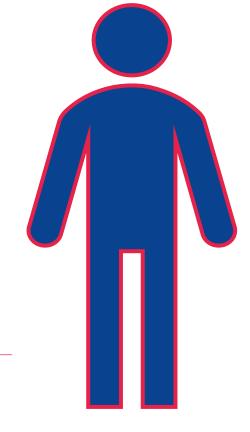


## Gender Pay Gap Report

2023-24



11.9% **MEAN** Pay Gap in Hourly Earnings **MEDIAN** Pay Gap in Hourly Earnings £15.44 **COLLEGE MEAN PAY** £16.78 £15.42 **COLLEGE MEDIAN PAY** £17.51 £0.00 £5.00 £10.00 £15.00 £20.00



PROPORTION OF EMPLOYEES BY EACH PAY QUARTILE

QUARTILE 1 (LOWER) 62.7% 37.3% 70.6% 29.4% QUARTILE 2 (LOWER MIDDLE) 61.2% 61.2% **QUARTILE 3 (UPPER MIDDLE)** 38.8% **FEMALE** Staff **QUARTILE 4 (UPPER)** 50.2% 49.8% 50% 100%

38.8% **MALE** Staff