

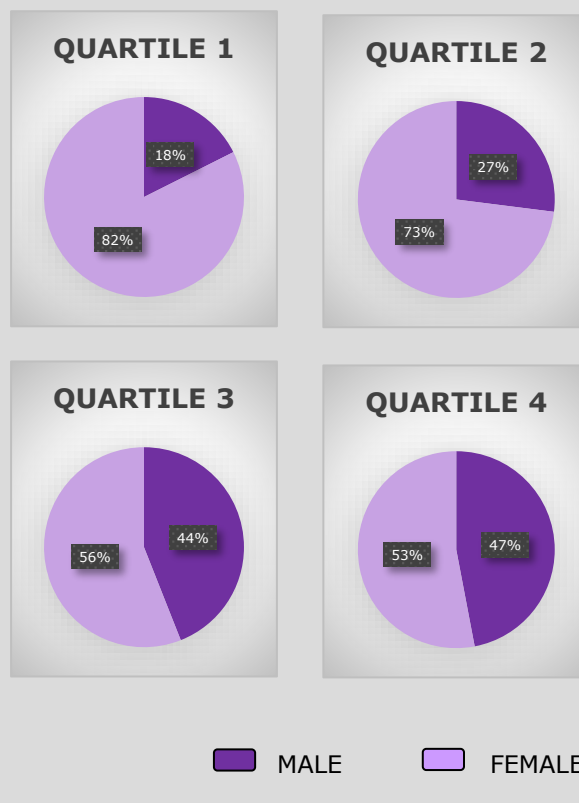
GENDER PAY REPORTING

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The Analysis is based on data as at 5th April each year. The gender pay gap shows the differences in the average pay between men and women.

Wycliffe College are a committed equal opportunities employer, dedicated to the principles of equality in the workplace. Staff receive equal pay for equal work regardless of gender. All teaching staff are remunerated based upon an incremental pay scale, which recognises their experience and level of individual responsibility. Opportunities to progress are equally available to male and female staff. Support staff pay is determined through benchmarking and job evaluation, aimed to reflect the value of the work undertaken. The reported pay gap is driven by female staff in support roles who make just over 75% of the lower 2 quartiles.

PAY QUANTILES

Gender distribution across four equally sized pay quartiles



The table below shows our overall mean and median gender pay gap based on hourly rates of pay

PAY GAP

Mean and median gender pay gap based on hourly rates of pay

	Difference between men and women	
	Mean	Median
Pay Gap	21.3%	31.7%

The data above is an accurate reflection of Wycliffe College's gender pay gap as at 5th April 2019. The Council of Trustees are committed to ensuring all staff receive equal pay for equal work regardless of their gender, and will monitor the gender pay gap accordingly.

Tom Wood
Director of Finance & Operations
 March 2020