

# Gender Pay Gap Report

## Snapshot date 5<sup>th</sup> April 2023

Companies that employ more than 250 people are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

**Definition:** *the Gender Pay Gap (GPG) is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.*

Figures must be calculated using a specific date each year, called the "snapshot date". The figures are calculated using standard methodologies used in the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.

The snapshot date is 5<sup>th</sup> April for businesses and charities and the data must be published within one year of that date.

All salaries and bonuses are paid following a fair, transparent and non-discriminatory process.

Condover College Ltd (CCL) employs significantly more female colleagues than male staff, which is typical of the social care sector.

Of the 239 staff on the snapshot date of 5<sup>th</sup> April 2023, 163 were female (68%) and 76 were male (32%).

### Results

Pay Gap	Mean	Median
Pay	-3.6%	-4.3%
Bonus	-2.4%	0%

68.1% of female employees received a bonus and 80.3% male staff received a bonus

The proportion of males and females in each quartile pay band for CCL are:

Band/Quartile	Males	Females
Lower quartile	49%	51%
Lower - middle quartile	41%	59%
Upper - middle quartile	37%	63%
Upper quartile	24%	76%

### Conclusion

The 2023 mean GPG (the difference between men's and women's average hourly pay) for the whole economy is 13.4 % and the median is 14.4%.

Condover College Ltd does not have a material gender pay gap when the mean (-3.6%) or median (-4.3%) gender pay is considered. In monetary terms, the mean hourly difference is -0.45p and the median hourly difference is -0.50p

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