

Gender Pay Gap Report

Snapshot date 5th April 2024

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 5th 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 259 staff on the snapshot date of 5th April 2024, 165 were female (64%) and 94 were male (36%).

Results

Pay Gap	Mean	Median
Pay	-6.8%	-3.3%
Bonus	0%	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	40%	60%
Lower - middle quartile	31%	69%
Upper - middle quartile	37%	63%
Upper quartile	45%	55%

Conclusion

The 2024 the median GPG (the difference between men's and women's average hourly pay) for the whole economy is 13.1%.

Condover College Ltd does not have a material gender pay gap when the mean (-6.8%) or median (-3.3%) gender pay is considered. In monetary terms, the mean hourly difference is -0.97p and the median hourly difference is -0.42p



Vikki Pryce
Chief Executive