



CLIFTON  
COLLEGE  
ESTABLISHED 1862

## Gender Pay Gap Report – April 2017

As an employer with over 250 employees Clifton College is required by law to publish an annual gender pay gap report on our website and on the government's online reporting service by 4<sup>th</sup> April 2018. This is the report for the snapshot date of 5<sup>th</sup> April 2017.

- The proportion of male and female employees in each pay quartile are:

Quartile	Male	Female
Top	49.14%	50.86%
Upper middle	38.29%	61.71%
Lower middle	33.14%	66.86%
Lower	30.86%	69.14%
Total	37.86%	62.14%

- The mean gender pay gap is 17.26%.
- The median gender pay gap is 32.90%.
- The mean gender bonus gap is -44.14%.
- The median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 1.07% and the proportion of female employees receiving a bonus is 0.69%.

The College employs a majority of female staff in each quartile although the top quartile is the most evenly balanced. Overall women comprise 62.14% of staff employed by the College.

The College is committed to the principles of equality in the workplace. We undertake annual salary reviews for both support and teaching employees. Teaching staff are remunerated through Salary Bands, which rewards them for their professional and wider contributions to the College, along with their level of experience. Support staff remuneration reflects the value and complexity of the work undertaken. We look to benchmark our salaries externally, where possible. Male and female employees at Clifton College are treated equally on appointment and throughout their careers at the College.

I confirm that the calculations are an accurate representation of the College's position as at 5<sup>th</sup> April 2017.

Graham Ledden  
Bursar