



CLIFTON  
COLLEGE

# Gender Pay Gap

— Report 2023

[cliftoncollege.com](https://cliftoncollege.com)

# Introduction

— Clifton College's pay approach supports the fair treatment and reward of all colleagues irrespective of gender.

This means we take seriously our responsibility to lead by example. One of the ways we do this is by reporting our gender pay gap data. The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work with equal value. The gender pay gap is

a measure of the difference between the average hourly earnings of men and women.

The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. Reporting annually is an important way to track how recruitment, reward, and progression decisions impact the achievement of a diverse, inclusive workforce.

This report covers the 2023-24 reporting cycle, using a snapshot date of 5 April 2023.

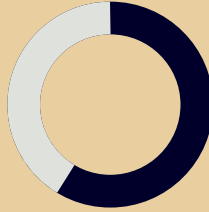
This year our median pay gap continued the decreasing trend, reducing by 11.8% percent to 16.7%. Our mean pay gap increased 3.2% to 15.79%. Average gender pay gap for 2023 from the Office for National Statistics is 7.7%.

We see significant fluctuations in our reported pay gap because we are a medium-sized organisation with a predominantly female workforce, so small changes in our employee profile have a significant impact.



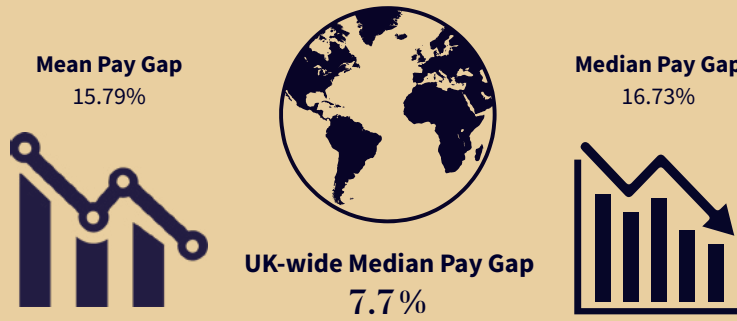
# Our Gender Composition

38%  
of our work-force  
is male



62%  
of our work-force  
is female

# Our Gender Pay Gap



# Pay Quartiles by Gender

- Lower Quartile -



30% 70%

The mean Gender Pay Gap in the Lower Quartile is **0.08%**

The median Gender Pay Gap in the Lower Quartile is **-0.60%**

- Lower Middle -



36% 64%

The mean Gender Pay Gap in the Lower Middle Quartile is **4.18%**

The median Gender Pay Gap in the Lower Middle Quartile is **11.58%**

- Upper Middle -



37% 63%

The mean Gender Pay Gap in the Upper Middle Quartile is **1.45%**

The median Gender Pay Gap in the Upper Middle Quartile is **5.1%**

- Upper Quartile -



48% 52%

The mean Gender Pay Gap in the Upper Quartile is **8.82%**

The median Gender Pay Gap in the Upper Quartile is **7.7%**

# Bonuses

No bonuses were paid to either gender during 2023.

We are committed to reducing the gender pay gap within Clifton College and to removing barriers to opportunity where possible, not only in the area of gender pay.

We confirm that the calculations within this report are accurate and have been complied in accordance with the Equality Act 2010 (Gender Pay Gap Information).

Tim Greene  
Head Master



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Together  
we are  
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