



CLIFTON
COLLEGE

Gender Pay Gap

— Report 2019

cliftoncollege.com

Introduction

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

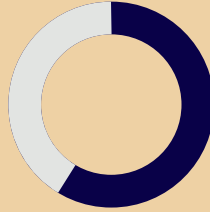
Gender pay legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap. This report contains a snapshot of Clifton College's gender pay position as at 5 April 2019.

The figures contained within this report conform to the calculation methodology stipulated by UK legislation.

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 of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.

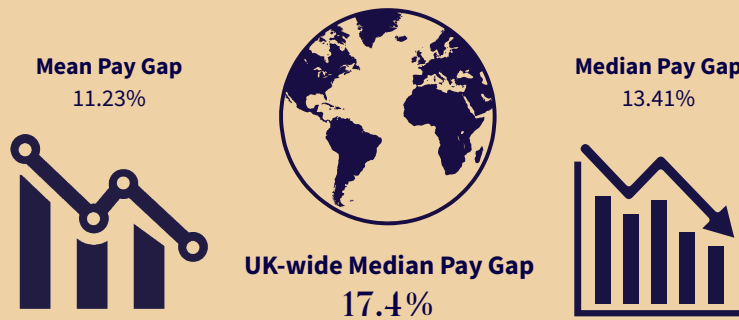
Our Gender Composition

41%
of our work-force
is male



59%
of our work-force
is female

Our Gender Pay Gap



Pay Quartiles by Gender

- Lower Quartile -



34%



66%

The mean Gender Pay Gap in the Lower Quartile is **0.40%**

The median Gender Pay Gap in the Lower Quartile is **4.79%**

- Lower Middle -



41%



59%

The mean Gender Pay Gap in the Lower Middle Quartile is **-2.12%**

The median Gender Pay Gap in the Lower Middle Quartile is **-2.23%**

- Upper Middle -



37%



63%

The mean Gender Pay Gap in the Upper Middle Quartile is **-1.47%**

The median Gender Pay Gap in the Upper Middle Quartile is **-2.30%**

- Upper Quartile -



52%



48%

The mean Gender Pay Gap in the Upper Quartile is **3.83%**

The median Gender Pay Gap in the Upper Quartile is **3.80%**

Bonuses

No bonuses were paid to either gender during 2019.

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).

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Head Master



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Together
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