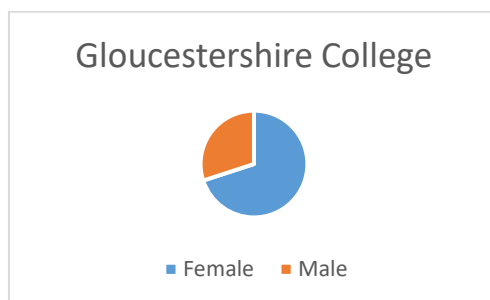


## Gender Pay Gap Reporting March 2024 (reporting period March 22-23)

### Gloucestershire College

The gender pay-gap analysis includes all posts in GC. Our workforce comprises of 33.7% male and 66.3% as at March 2023, which is reflective of the general cultural trend for the Education Sector.



### Gender Pay Gap

The College's median gender pay gap is 15.2%

Women's hourly rate is lower than men's hourly rate by:

14.4% (Mean)

12.2% (Median)

### Quarterly Percentile

Male	Female	
56%	44%	(Highest)
33%	67%	
26%	74%	
18%	82%	(Lowest)

The data above outlines how many men and women are in each quarter of Gloucestershire College's payroll.

Predominantly there are more women in the lower than the upper quartile and this is reflective of the general cultural trend in the Education sector, particularly within growth areas such as Construction, Engineering and Computing which both attract higher salaries and are predominantly male occupied.