

Gender Pay Gap 2023

Introduction

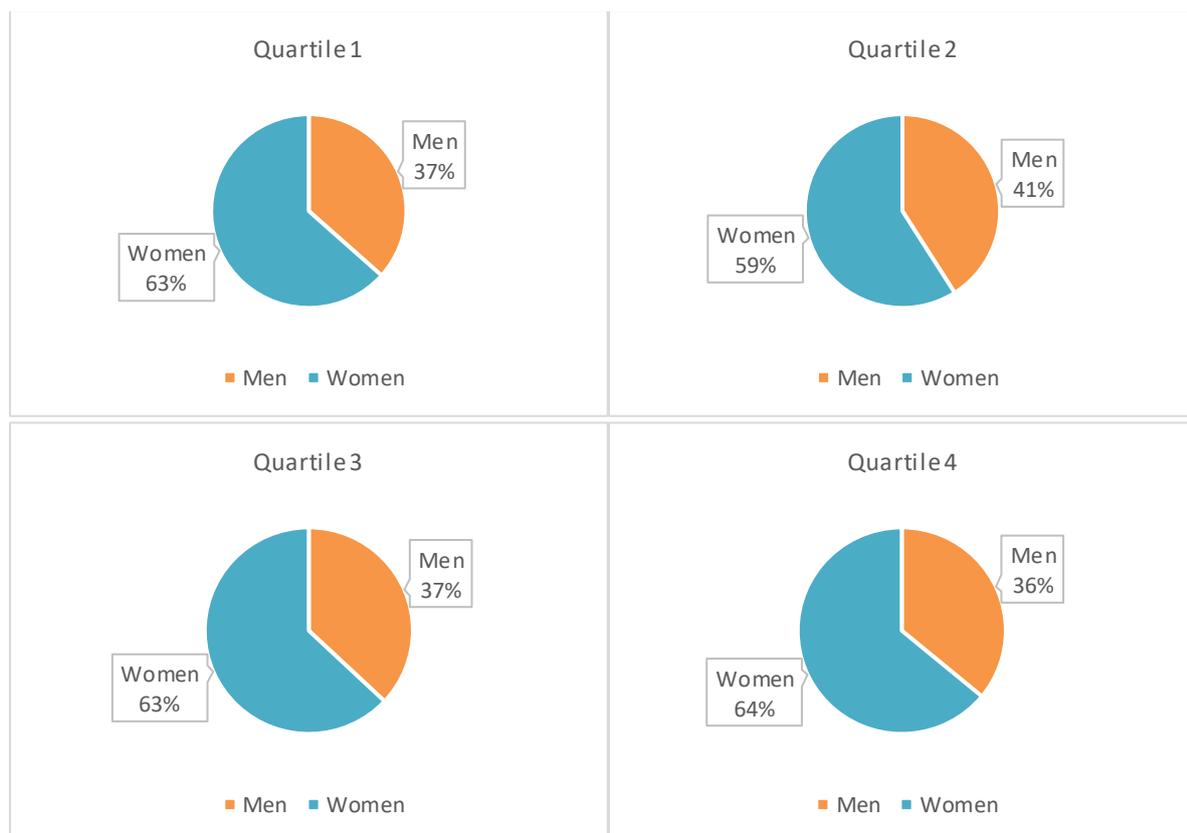
City Lit has a culture which lives and breathes our Values of being: Ambitious, Open-Hearted and Imaginative. We believe in an inclusive and transparent approach.

We feel that Gender Pay Gap reporting is important because when employers are transparent about pay and identify the root causes of any pay gap, they can find the solutions they need to build workplaces that reflect society.

We want to attract and retain the best people and we are fully committed to an inclusive approach that is truly representative of the community which we serve.

The City Lit Gender Pay Gap

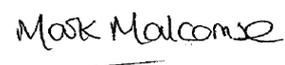
Mean Difference 0.66	Median Difference 0.00
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We are delighted with the results of this year's Gender Pay Gap Report. We are proud that since the Gender Pay Gap was introduced in 2019, where we reported a gap of 2.3%, that the gap has consistently reduced and is now essentially non-existent.

This report illustrates the gender distribution of staff in each of the four quartiles; Quartile 1 representing the highest salaries through to Quartile 4 representing the lowest salaries.

We are confident that the gender pay gap at City Lit is not a pay issue. We know that because our approach to pay is gender-neutral by design. Staff are paid equally for doing roles that are equivalent across the College.

A handwritten signature in black ink that reads "Mark Malcomson". The signature is written in a cursive style and is positioned above a short horizontal line.

Mark Malcomson CBE, Principal and Chief Executive

City Lit