

Gender Pay Gap 2022

Introduction

City Lit is building a culture which lives and breathes our Values of: 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.

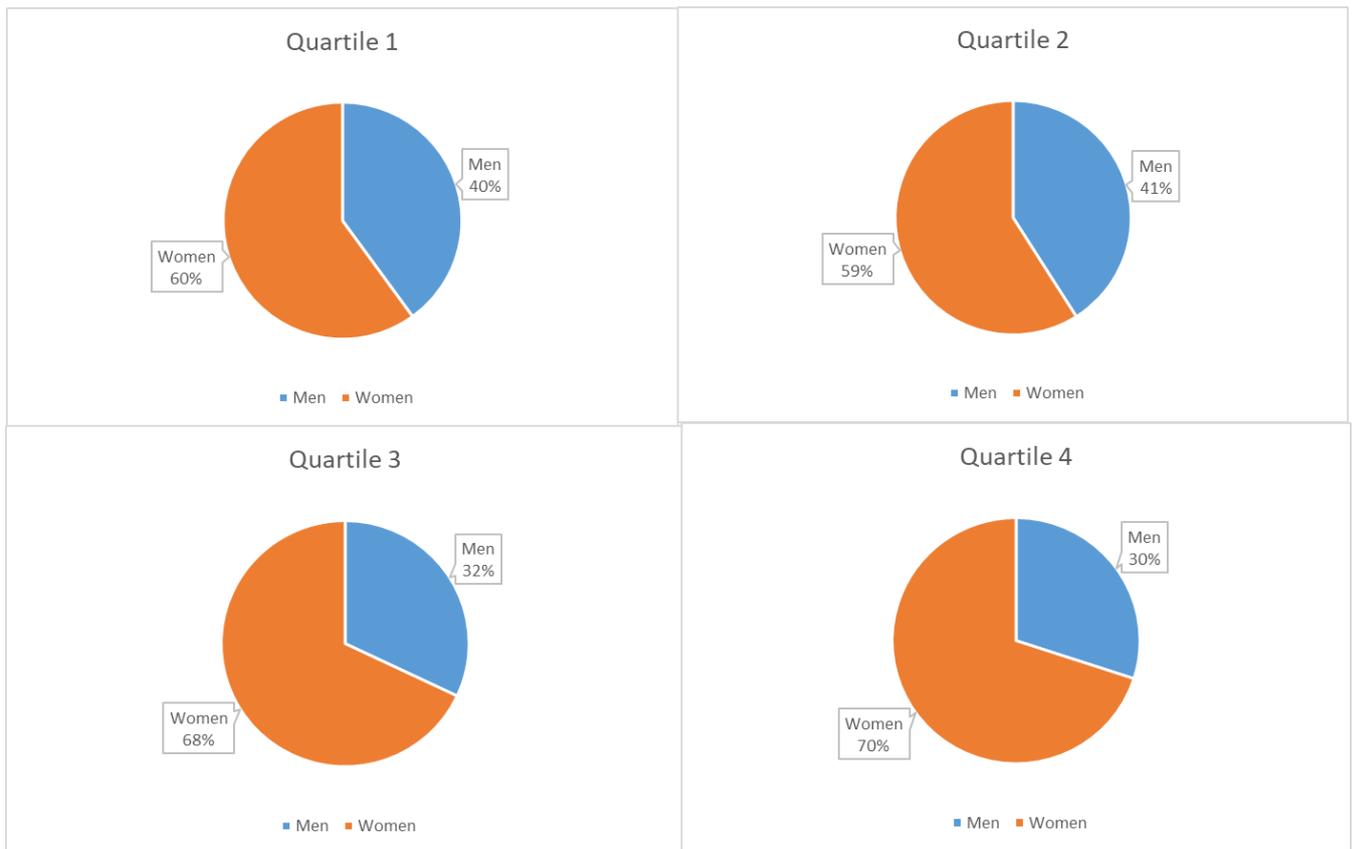
The City Lit Gender Pay Gap

There are three areas that the College has to report on which are as follows:

- The Mean Hourly Pay Gap = the difference between men and women's average hourly pay (may be distorted by high or low pay).
- The Median Hourly Pay Gap = the difference between the midpoints in the ranges of men and women's hourly pay.

Mean Difference	Median Difference
1.34%	0.00

- The Quartile Figures = Proportion of men and women in four pay bands.



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.

We are clear that we will continue to work to progress towards a 0% pay gap and are pleased with the results of this year's Gender Pay Gap Report. We are delighted to see that progress year on year since the launch of the report in 2019.

We continue to look to bring our values to life and ensure that we continue this trend of reducing the gender pay gap.

Mark Malcomson

Mark Malcomson CBE, Principal and Chief Executive

City Lit