

Gender Pay Gap 2018

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.

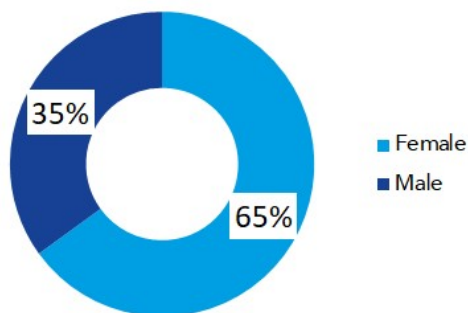
We feel that Gender Pay Gap reporting is important because when employers are transparent about pay and identify the root causes of any pay gap, they can find the solutions they need to build workplaces that reflect society.

We want to attract and retain the best people and we're fully committed to an inclusive approach that is truly representative of the community which we serve. We feel that we're on the right path, but we know there's still some work to do.

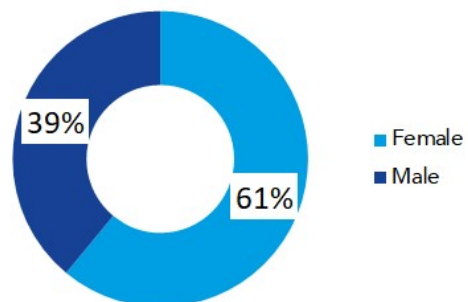
The City Lit Gender Pay Gap

Mean Difference 4.94	Median Difference 0.00
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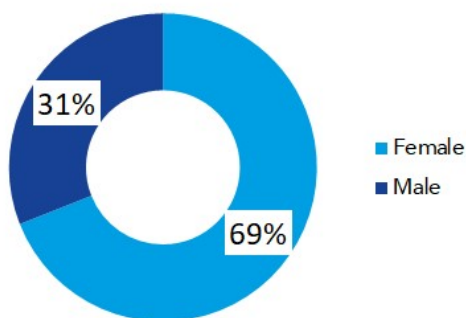
Quartile 1



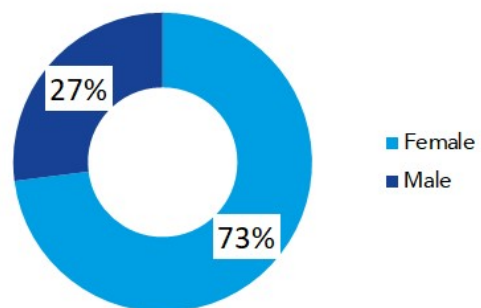
Quartile 2



Quartile 3



Quartile 4



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.

Female employees are in the majority in each Quartile and we believe our gender pay gap is driven by their increased representation in Quartiles 3 and 4. We are clear that we will continue to work to progress towards a 0% pay gap and are pleased with the results this year's Gender Pay Gap Report.

How we're tackling the Gender Pay Gap

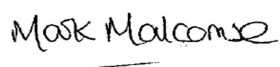
The gap shows there's more work to be done. Whilst we don't feel we have an equal pay issue, we do need to take steps to reduce our pay gap.

We're having a closer look at the structure of our workforce, looking specifically at the gender split within each Quartile and, in particular, focussing on what we can do to get a more even gender balance across all Quartiles.

We know that true representation includes more than gender balance. We aspire to true inclusion and representation at all levels within the College and specific actions we are taking include:

- Analysis of the reasons behind gender imbalance across all Quartiles.
- Review of our recruitment processes from advertisement through to selection. This will help us to understand whether there is anything we are currently doing which makes specific groups of people less likely to apply for a role with us.
- Unconscious bias training for all hiring managers by the end of 2019.
- Values workshops for all members of staff, discussing what behaviours we want to see reflected in the workplace if we are truly living and breathing our Values.
- Review of systems and committees within the College to ensure greater transparency and accountability.

We believe these measures are steps in the right direction and will ensure this area remains a focus in all strategic planning for the College.



Mark Malcomson CBE, Principal and Chief Executive

City Lit