

## Gender Pay Gap 2024

### 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

We are delighted with the results of this year's Gender Pay Gap Report. We have reported a reduction in the gap from 0.66 in 2023 to 0.54 in 2024. We are extremely proud that since the Gender Pay Gap was introduced in 2017, where we reported a gap of 2.3%, that the gap has consistently reduced since 2019, where we reported 2.87%, 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.

Mark Malcomson

Mark Malcomson CBE, Principal and Chief Executive

City Lit

Mean Difference  
0.54

Median Difference  
0.00

