

Gender Pay Gap Report - April 2023

Ratcliffe College is required to report its Gender Pay Gap information in accordance with the Equality Act 2010 (Gender Pay Information) Regulations of 2017 as an employer with more than 250 employees.

Our data is based on staff employed on the **5th April 2023**. Ratcliffe College is pleased to report a reduction in the gender pay gap; that is the average pay between men and women employees; since 2022. The calculations are as follows:

Mean Gender Pay Gap	
Mean Gender Pay Gap (%)	20.8

Median Pay Gap	
Median Gender Pay Gap (%)	25.2

Pay Quartiles			
	Male	Female	Total
	%	%	%
Upper Quartile	53%	47%	1.00
Upper Middle Quartile	34%	66%	1.00
Lower Middle Quartile	21%	79%	1.00
Lower Quartile	27%	73%	1.00
Total			

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
123	15	12%

Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
234	11	5%

Mean Bonus Pay	
Mean Bonus Gap (%)	34.8

Median Bonus Pay	
Median Bonus Gap (%)	66.7

Person responsible in our organisation for the report: Chris Bellamy, Director of Finance and Operations.