

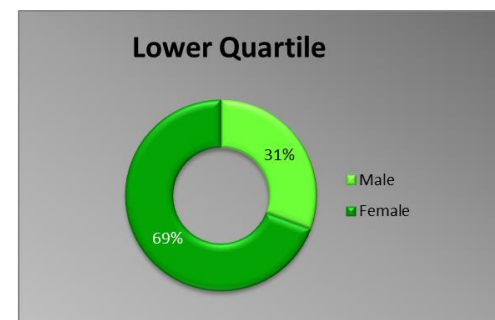
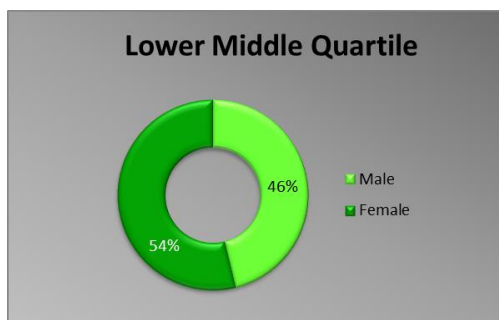
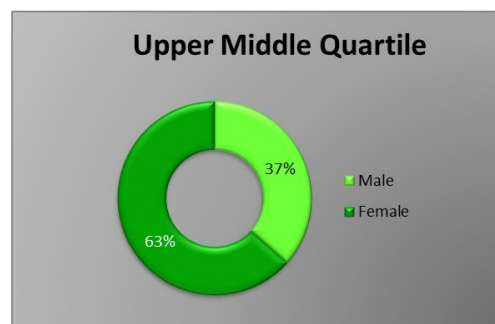
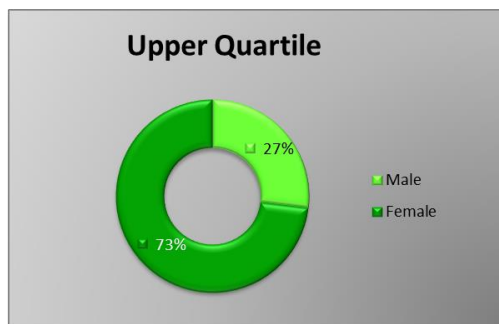
Gender Pay Gap Report 2017

We are passionate about our staff and we are committed to the purpose of the gender pay gap reporting. Gender pay gap reporting is a requirement, currently, for every employer with more than 250 employees. The gender pay gap reporting shows the difference in the average pay between all women and men in a workforce.

Pay and Bonus Gap: The difference between men and women

Median gender pay gap	0%
Mean (average) gender pay gap	2.34%
No bonus structure at City Lit	n/a

Pay Quartiles



The above illustrates the gender distribution of staff in each of the four quartiles; the lower quartile representing the lowest salaries and the upper quartile, the highest.

We are confident that staff are paid equally for doing roles that are equivalent across the College and female employees are in the majority in all quartiles.

We are clear that we will work to progress towards a 0% pay gap and are pleased with the results of the first Gender Pay Gap Report.

Mark Malcomson

Mark Malcomson CBE, Chief Executive
1 March 2018