

Gender Pay Gap 2019

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.

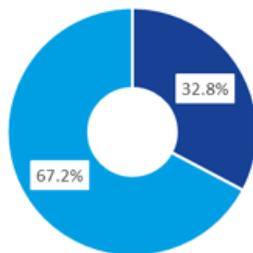
We feel that Gender Pay Gap reporting is important because when employers are transparent about pay and identify the root causes of any pay gap, they can find the solutions they need to build workplaces that reflect society.

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

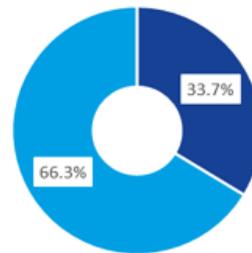
Mean Difference 2.87	Median Difference 0.00
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Quartile 1



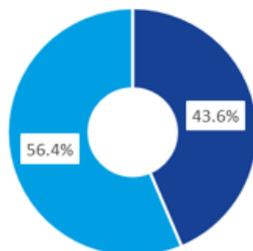
■ Male ■ Female

Quartile 2



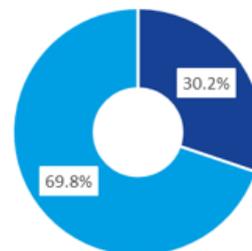
■ Male ■ Female

Quartile 3



■ Male ■ Female

Quartile 4



■ Male ■ Female

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.

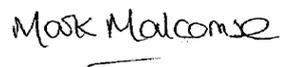
We are confident that the gender pay gap at City Lit is not a pay issue. We know that because our approach to pay is gender-neutral by design. Staff are paid equally for doing roles that are equivalent across the College.

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

We are delighted to see that progress has been made from 2018.

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



Mark Malcomson CBE, Principal and Chief Executive

City Lit