

Loreto College – Gender Pay Gap Report March 2017

Loreto College is required by law to publish an annual gender pay gap report as an employer of more than 250 employees. The snapshot date for the public sector is March 2017.

Context

Loreto College is a sixth form college. All our employees are paid on nationally negotiated pay scales for staff in Sixth Form Colleges with annual increments up the pay spine and an annual percentage cost of living pay rise. No bonuses were paid to our staff during the reporting period.

A negative percentage in the mean and the median indicates the amount, on average, that women are paid more than men at the college.

All Staff

Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
-3.8%	-4.9%	F 62.3%	F 55.9%	F 49.3%	F 72.5%
		M 37.7%	M 44.1%	M 50.7%	M 27.5%

The above data set is based on 275 employees paid in the relevant period. This is split by 165 (60%) women and 110 (40%) men.

We have also broken the mean and the median down in to teaching and non-teaching staff as the two staff groups operate on different payscales.

Teaching

- **Mean:** -0.4%
- **Median:** 0.0%

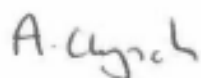
Non-teaching

- **Mean:** 0.0%
- **Median:** -1.9%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Ann Clynch (Principal), confirm that the information in this statement is accurate.

Signed



31 March 2018