



Gender Pay Gap Report

March 2020

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 2019.

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.

Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
-4.2%	-6.9%	F 64.3%	F 61.4%	F 68.5%	F 55.1%
		M 35.7%	M 38.6%	M 31.5%	M 44.9%

The above data is based on 334 employees paid in the relevant period. This is split by 209 (63%) women and 125 (37%) men.

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, Peter McGhee (Principal), confirm that the information in this statement is accurate.

Signed:

19 March 2020