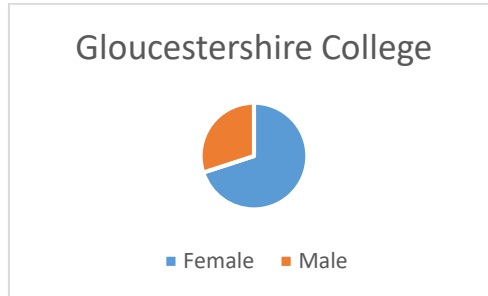


## Gender Pay Gap Reporting March 2020

### Gloucestershire College (GC only – does not include GFM or GPS)

The gender pay-gap analysis includes all posts in GC. Our workforce comprises of 30.6% male and 69.4% female, which is reflective of the general cultural trend for the Education Sector.



### Gender Pay Gap

The College's median gender pay gap is 12.7%

Women's hourly rate is lower than men's hourly rate by:

13.5% (Mean)

12.7% (Median)

### Bonus Gap

The bonus gender pay gap includes any recognition payment made by an organisation. For the College, this is driven by our long service award. As our gender composition is 69.4% female and 30.6% male, generally more female than male staff receive the bonus on a yearly basis.

Our median bonus gender pay gap is 62.5%

Our mean bonus gender pay gap is 38.6%

### Quarterly Percentile

Male	Female	
41%	59%	(Highest)
39%	61%	
24%	76%	
19%	81%	(Lowest)

The data above outlines how many men and women are in each quarter of Gloucestershire College's payroll.