

The Collegiate Trust

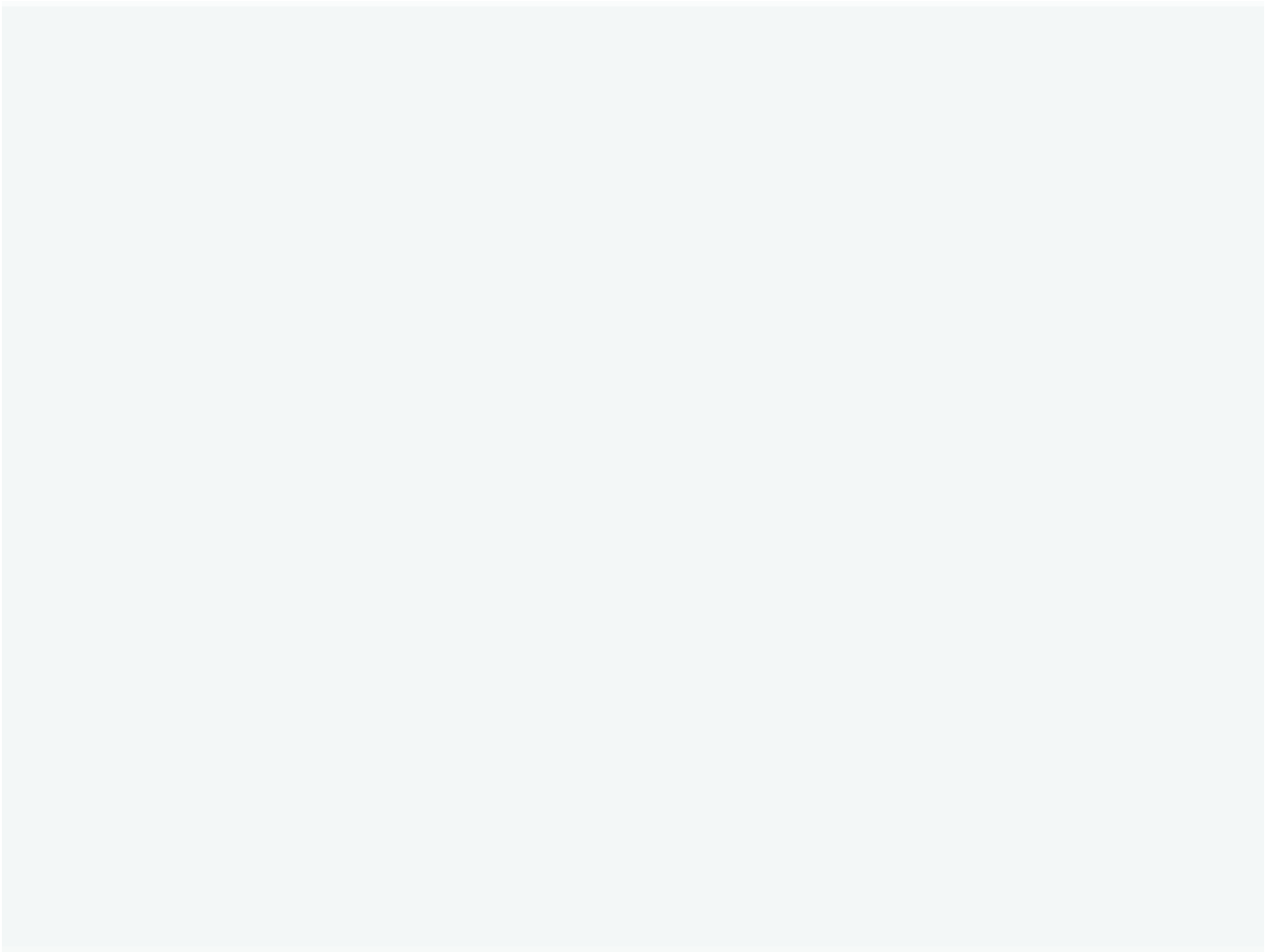
Gender Pay Gap Reporting
for dataset: Pay gap3



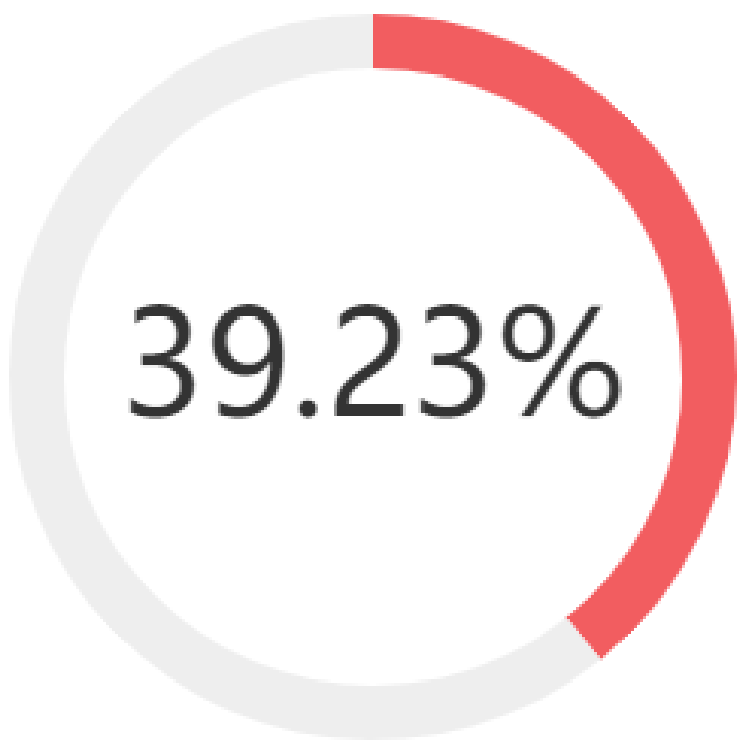
This report has been produced for your organisation. It includes all the figures required for Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

It also provides a detailed analysis of all your datapoints mapped in the Gapsquare app. This allows your company to break down your organization-wide metrics into smaller groups of employees - for example, you could look at employees by age, job level, business unit, or any other custom label.

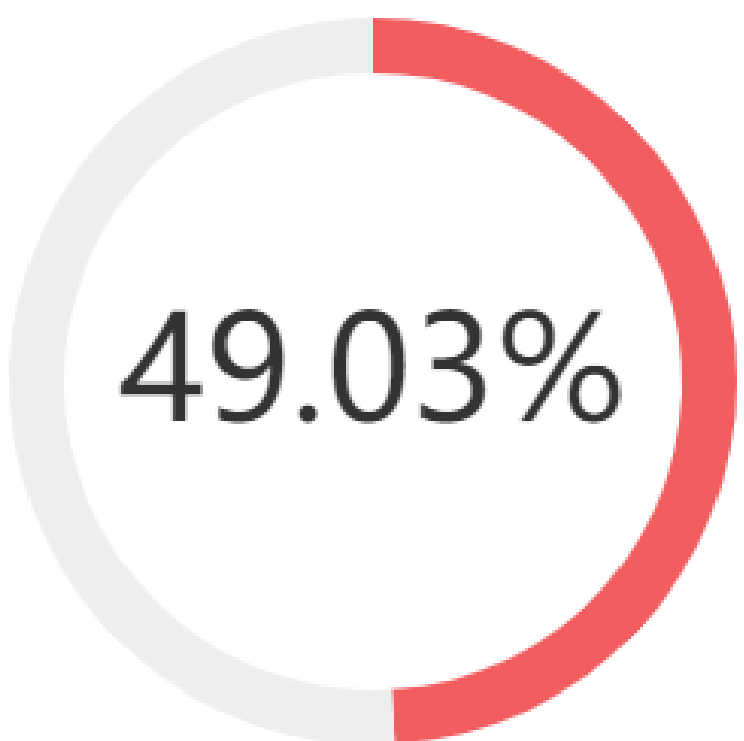




Women's mean hourly rate is 39.23% less
Mean pay per hour for men: 42814.75
Mean pay per hour for women: 26017.15
Difference in pay: 16797.60



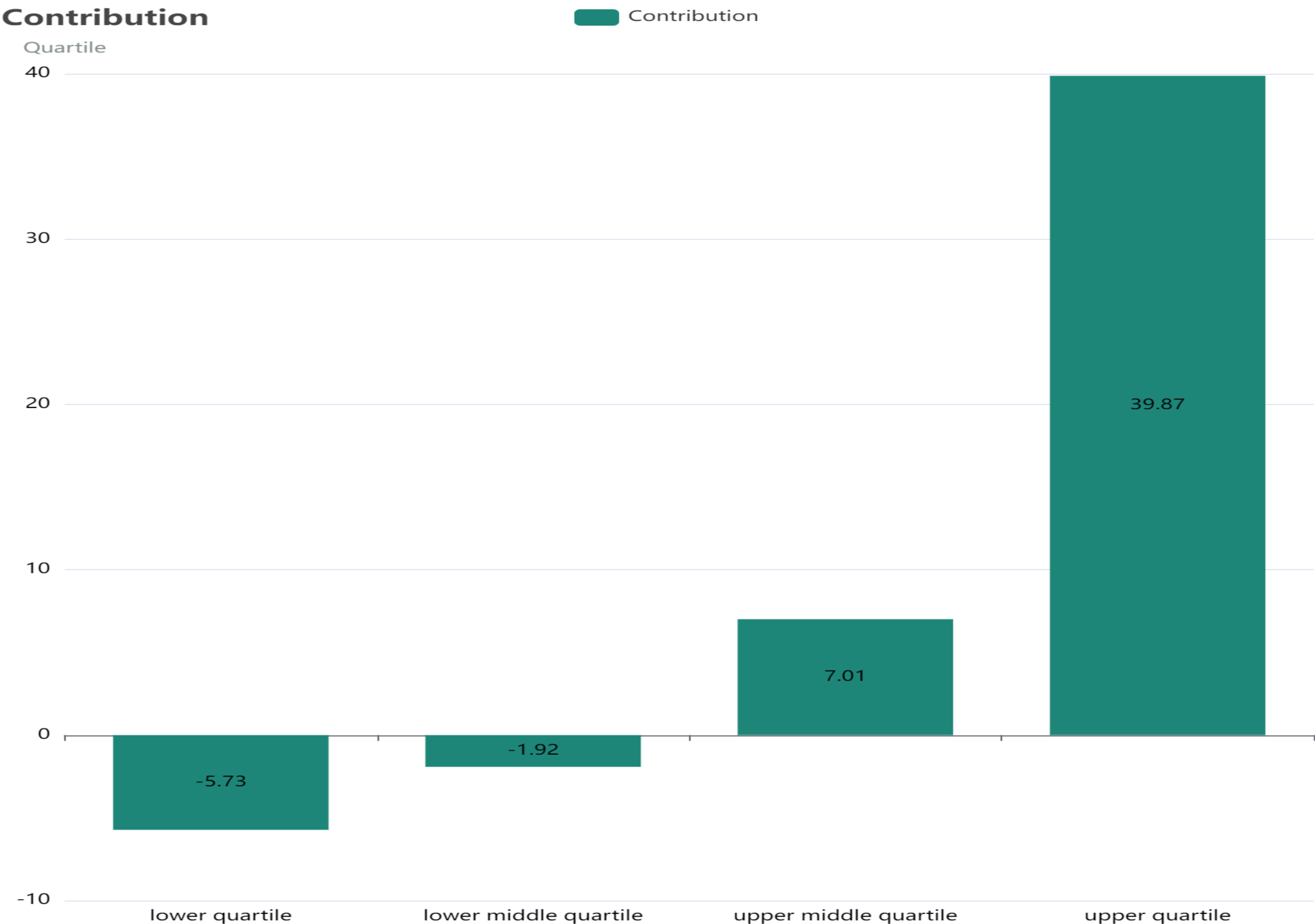
Women's median hourly rate is: 49.03% less
Median pay per hour for men: 40618.50
Median pay per hour for women: 20704.00
Difference in pay: 19914.50



Detailed Report Analysis By Quartiles

Group	Mean Pay Ms	Mean Pay Fs	Pay Gap (mean)	Pay Gap (median)	Number of Ms	Number of Fs	Contribution to Pay Gap
Lower quartile	8646.91	9622.05	-11.28%	-4.8%	6	144	-5.73%
Lower middle quartile	20506.55	18315.40	10.69%	14.52%	23	126	-1.92%
Upper middle quartile	34240.37	33082.24	3.38%	1.15%	37	112	7.01%
Upper quartile	62725.28	52202.99	16.78%	11.99%	52	97	39.87%

Contribution of Each Quartiles to the Pay Gap



The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean pay gap.

Workforce Representation by Quartiles



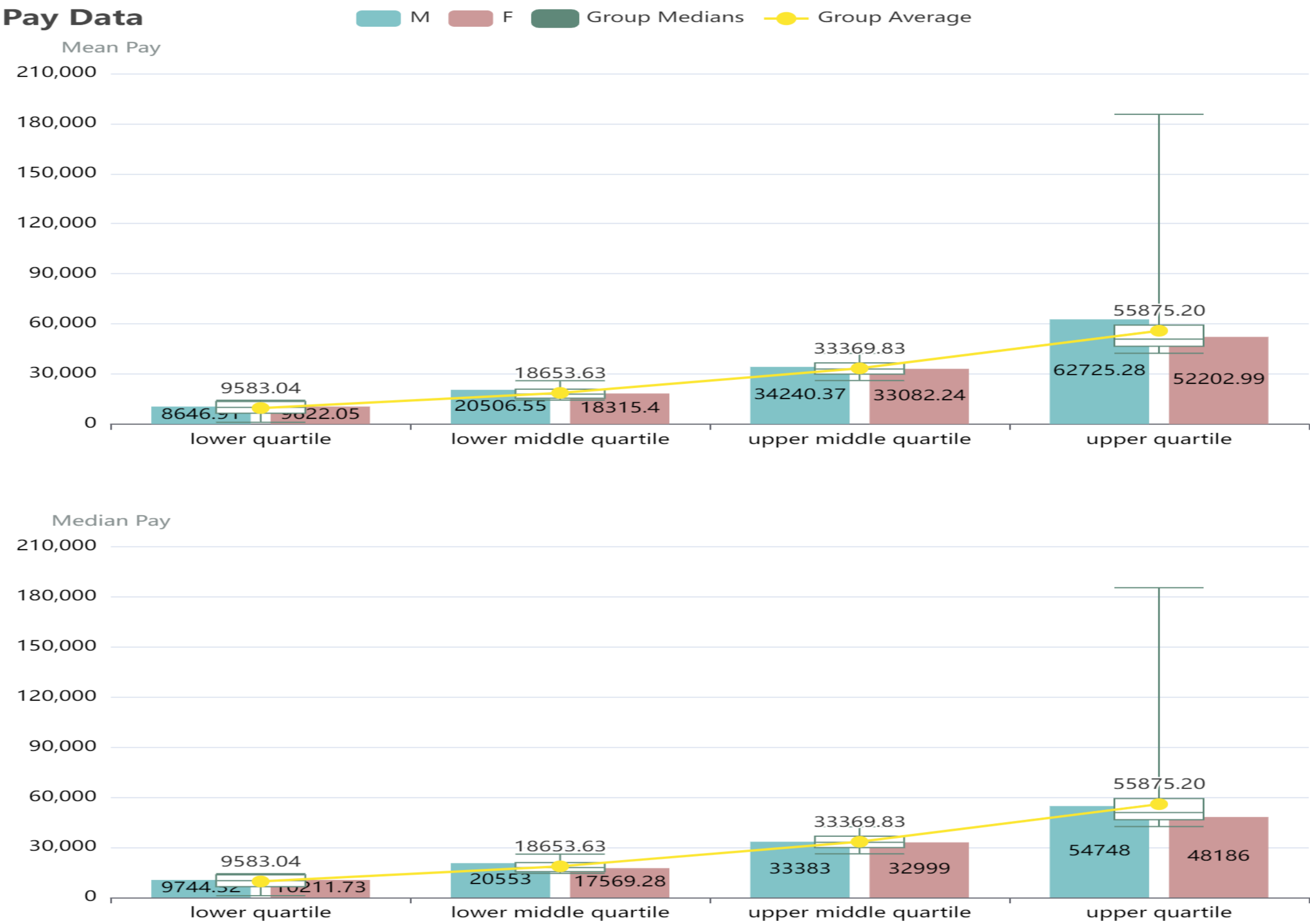
This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Pay Gaps by Quartiles



Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation’s overall pay gap.

Pay Ranges by Quartiles



This chart shows you the pay ranges that provide the averages of Mean and Median for comparison.

Glossary of terms

Group:

The name of the groups is taken from your data, using the same terms you have mapped in the Gapsquare app.

Mean Pay Gap:

The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap:

The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage. This is less affected by outliers.

Quartile:

A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

Contribution to Pay Gap:

The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.





Thank you

