



# MALVERN COLLEGE

## Gender Pay Gap Report 2022

In April 2022, Malvern College's Mean Pay Gap was 17.04%, a decrease of 4.36% (was 21.40%) and the Median Pay Gap was 32.55% (was 34.06%). These figures have decreased by 4.36% and 1.51% respectively. The Pay Quartiles were:

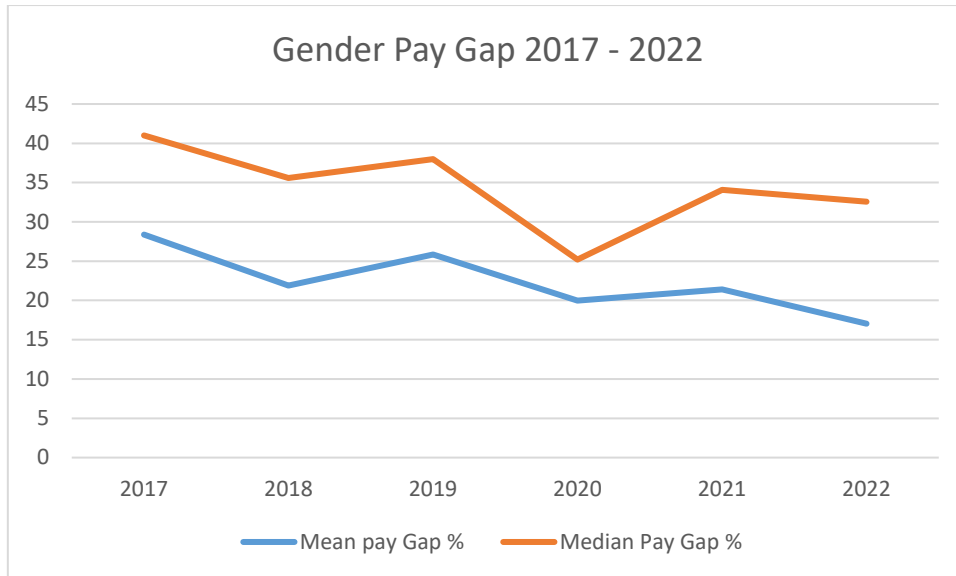
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	47	48.45	50	51.55	97	100
Upper Middle Quartile	39	40.21	58	59.79	97	100
Lower Middle Quartile	33	34.02	64	65.98	97	100
Lower Quartile	30	30.61	68	69.39	98	100
<b>Total</b>	<b>149</b>		<b>240</b>		<b>389</b>	

### Commentary:

- We are pleased to report another increase in the number of women in the Upper Quartile, from 47 in 2021 to 50 in 2022.
- In line with cultural and national trends, there are more women who work in the lower paid, part time roles.
- All vacancies are advertised internally and externally and are open to both men and women. Where appropriate, gender-neutral job titles are used to reduce certain roles being unconsciously biased towards a gender. We provide equal pay for equal roles, regardless of gender.

## Historical Data

Since April 2017 the Mean Pay Gap has fallen from 28.38% to 17.4%, and the Median Pay Gap has fallen from 41% to 32.55%.



Year	Mean pay Gap %	Median Pay Gap %
2017	28.38	41
2018	21.9	35.6
2019	25.84	37.99
2020	19.99	25.2
2021	21.4	34.06
2022	17.04	32.55