



# MALVERN COLLEGE

## Gender Pay Gap Report 2023

In April 2023, Malvern College's Mean Pay Gap was 22.3%, an increase of 5.26% (was 17.04%) and the Median Pay Gap was 25.39%, a decrease of 7.16% (was 32.55%).

The Pay Quartiles were:

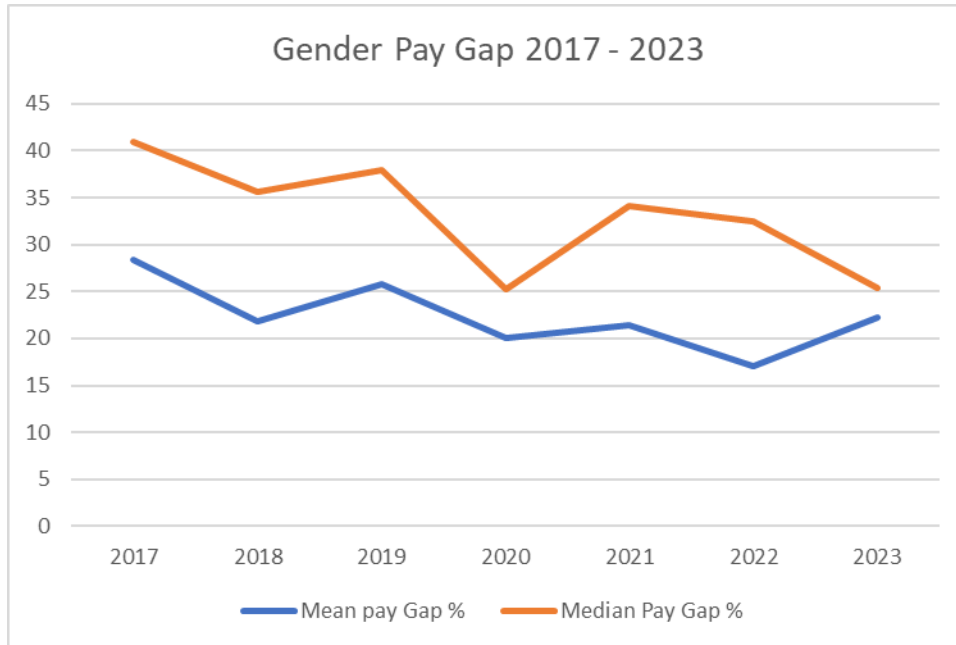
	<b>Male</b>	<b>Female</b>	<b>Total</b>
	%	%	%
Upper Quartile	46.46	53.54	100
Upper Middle Quartile	31.5	68.5	100
Lower Middle Quartile	32.81	67.19	100
Lower Quartile	29.69	70.31	100

Commentary:

- Variance from 2022 was anticipated as this is the first year it has been calculated through our new payroll system. Additionally, the data now includes The Downs Malvern, which had previously not been included in this report.
- 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 22.4%, and the Median Pay Gap has fallen from 41% to 25.39%.



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
2023	22.3	25.39