



MALVERN COLLEGE

Gender Pay Gap Report 2024

In April 2024, Malvern College's Mean Pay Gap was 17.90%, a decrease of 2.4% (was 22.3.%) and the Median Pay Gap was 12.85%, a decrease of 12.54% (was 25.39%).

The Pay Quartiles were:

	Male	Female	Total
	%	%	%
Upper Quartile	45.90	54.10	100
Upper Middle Quartile	34.15	65.85	100
Lower Middle Quartile	31.71	68.29	100
Lower Quartile	33.33	66.67	100

Commentary:

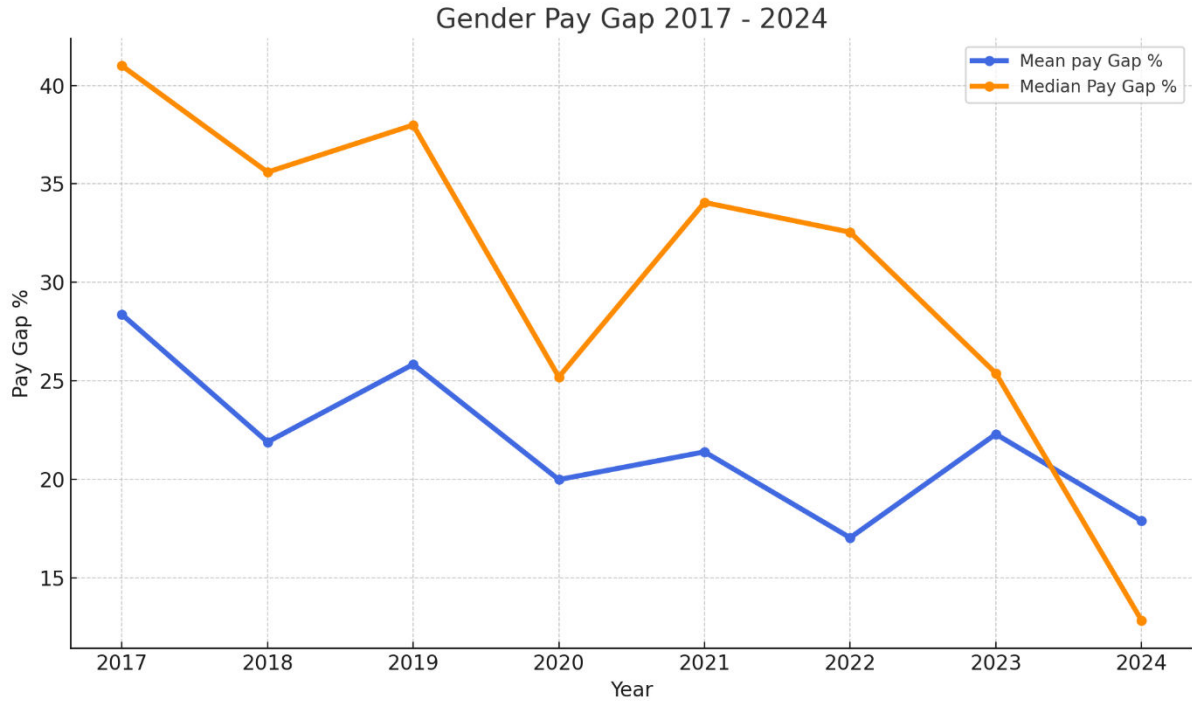
The reduction in both the mean and median gender pay gaps in 2024 marks a significant step forward in our ongoing commitment to workplace equality. Notably, the median pay gap decreased from 25.39% in 2023 to 12.85% in 2024, a reduction of over 12 percentage points. This substantial improvement is attributed to several key factors:

- Retirement of male teaching staff, which has led to a natural rebalancing of senior roles.
- Increased appointment of women into management positions, reflecting both a growing pipeline of internal female talent and a conscious effort to develop inclusive leadership.
- We are proud that women now represent a majority at all levels of Malvern College — a clear indication of progress toward gender parity.
- All job vacancies are advertised both internally and externally, ensuring wide access to opportunities.

- Gender-neutral language is used in job titles and descriptions to mitigate unconscious bias.
- Our pay structure is built on the principle of equal pay for equal work, regardless of gender, background, or any other factor.
- In addition, we continue to review our career development programs, mentoring opportunities, and flexible working policies to ensure that all employees — particularly those with caring responsibilities — have equal access to progression and leadership roles.

Historical Data

Since April 2017 the Mean Pay Gap has fallen from 28.38% to 17.90%, and the Median Pay Gap has fallen from 41% to 12.85%.



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
2024	17.90	12.85