

FRAMLINGHAM COLLEGE

# Gender Pay Gap Report

2021/2022



**Framlingham**  
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

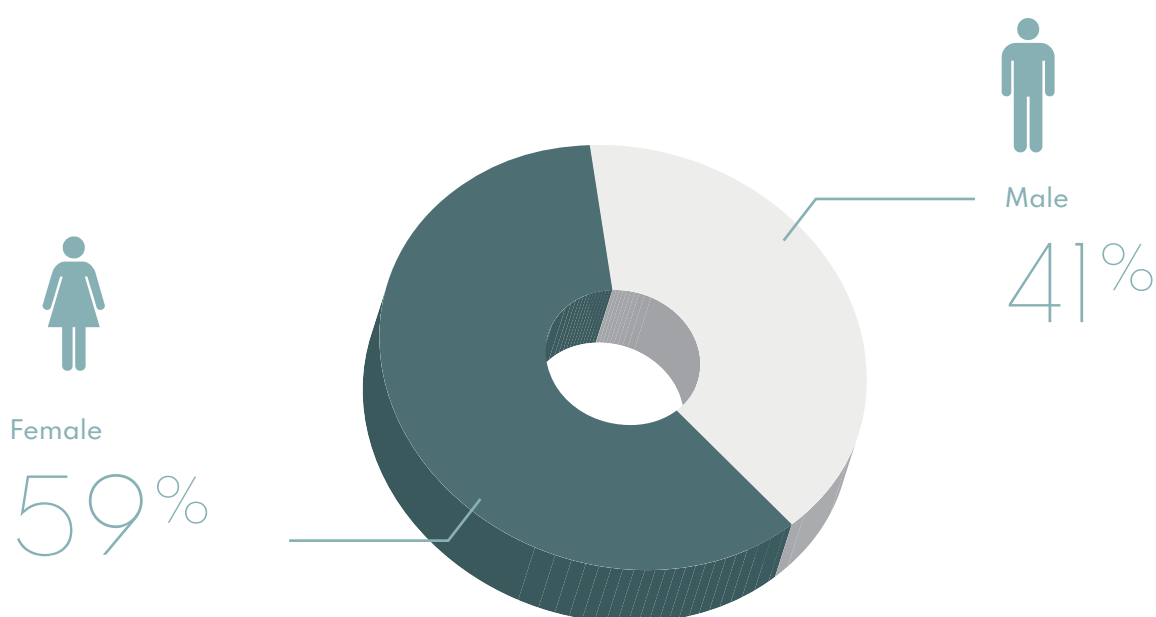
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

### Key to Terminology

- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

**This report covers information as at 5th April 2021.**

## Our Figures



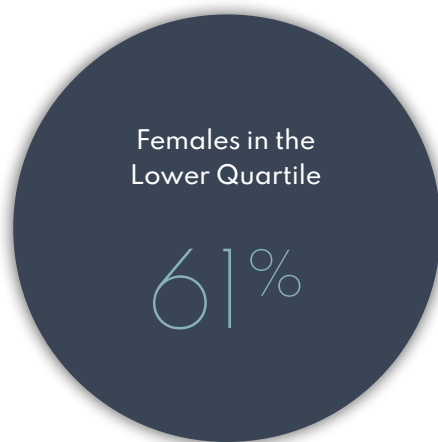
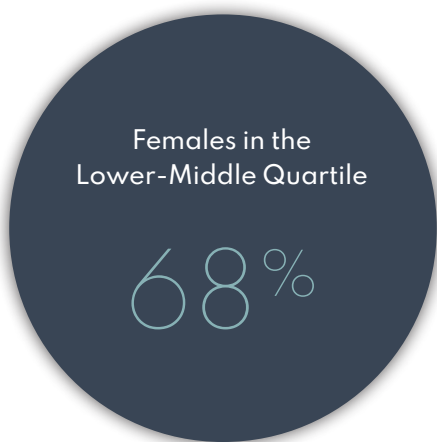
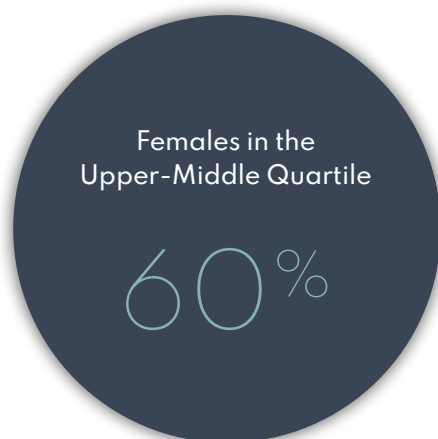
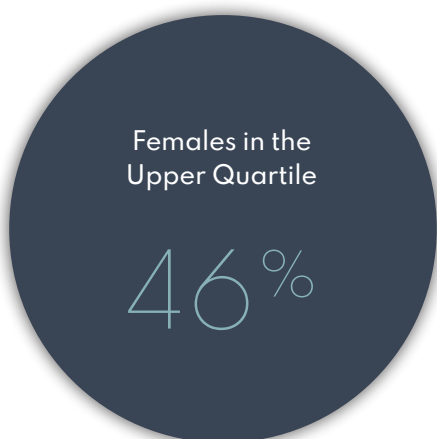
The Mean Pay Gap

16.8%

The Median Pay Gap

24.5%

# Pay Quartiles



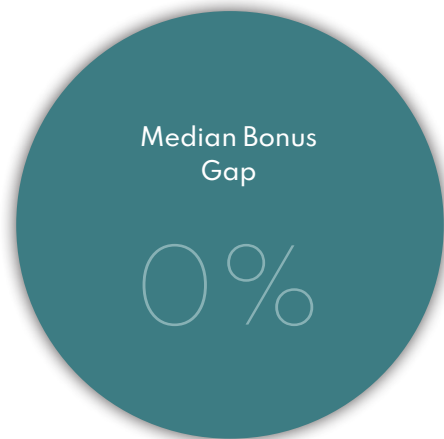
	2018	2019	2020	2021
Mean Pay Gap (%)	22.2	21.6	15.5	16.8

59% of all staff are female.

The number of females in the upper quartile has increased by 5%, showing an increase of women in the higher pay bracket. Furthermore, the number of females in the lower quartile has decreased showing a reduction of the number of women in the lower pay bracket.

We have a job evaluation scheme and staff pay scales in place to ensure all staff are rewarded at an appropriate level for the work they do, and this is reflected in the improving figures.

# Bonuses



Framlingham College does not, as a matter of course, award salary bonuses to staff.

On behalf of the Board of Governors I confirm that these figures are accurate.

**Signed by appropriate person (Director or Governor)**

Sally Wood  
**Director of People, Framlingham College**

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