

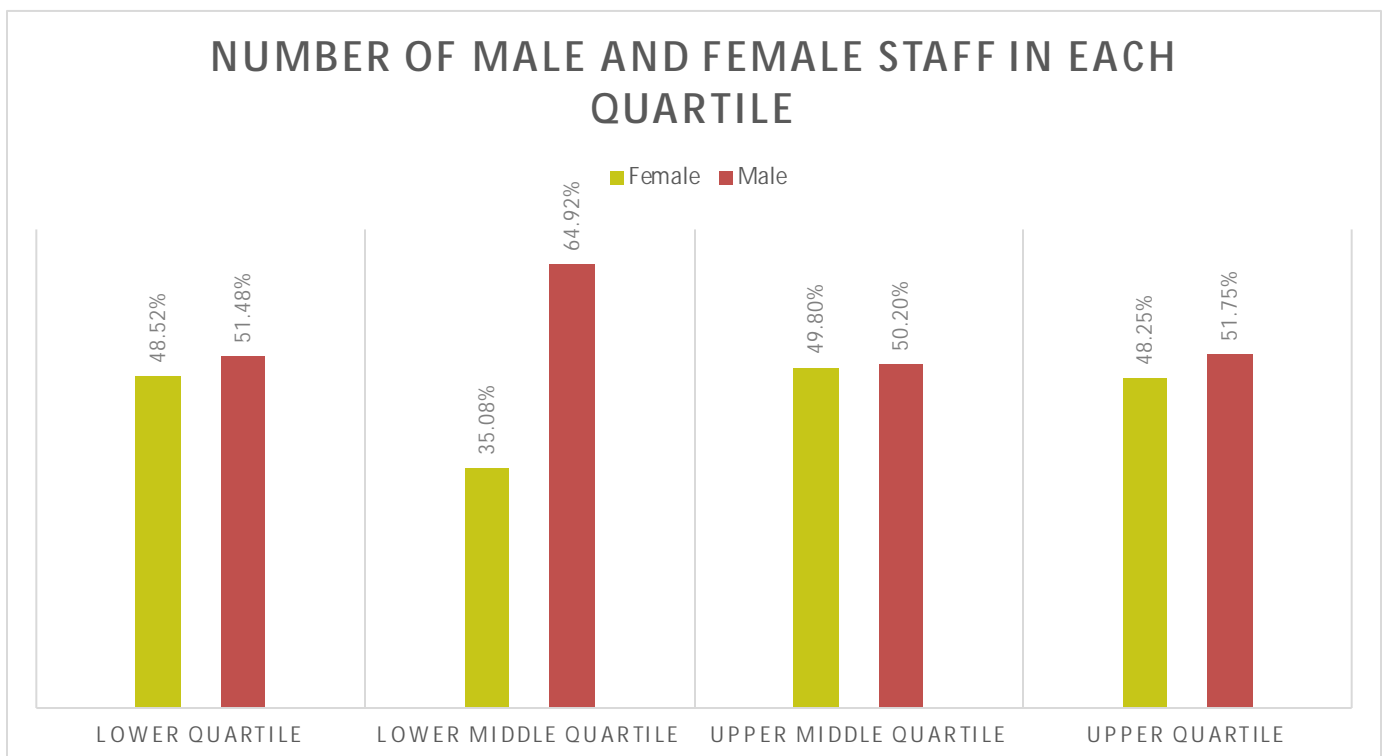
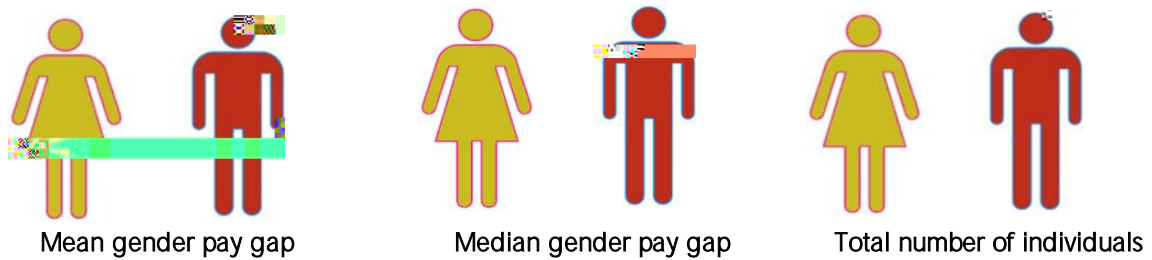


## 2024 Gender Pay Gap Report

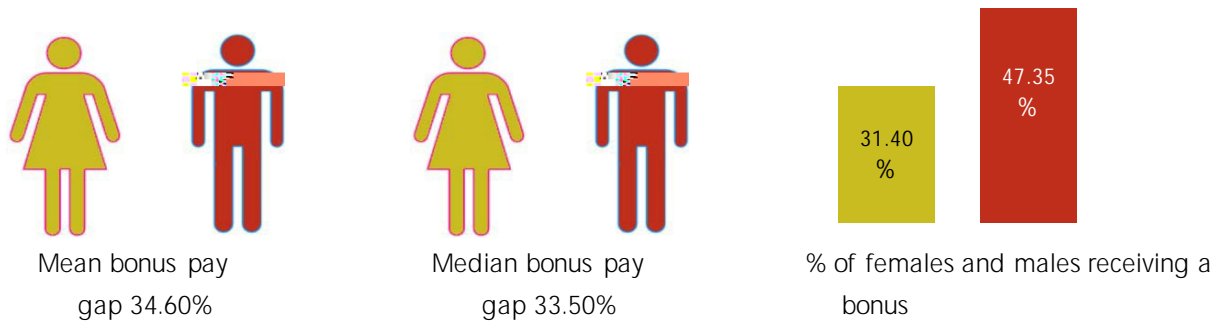
Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between male and female employees. The figures shown below are based on hourly rates of pay as of 31 March 2024 and bonuses paid in the twelve months to 31 March 2024.

The gender pay gap differs from equal pay. The gender pay gap is the difference between the average earnings the College pays equal pay to employees for equal work across the whole workforce.

The gender pay gap is not as a result of people being paid differently for the same job. It occurs because of the distribution of the genders within the workforce, as shown below.

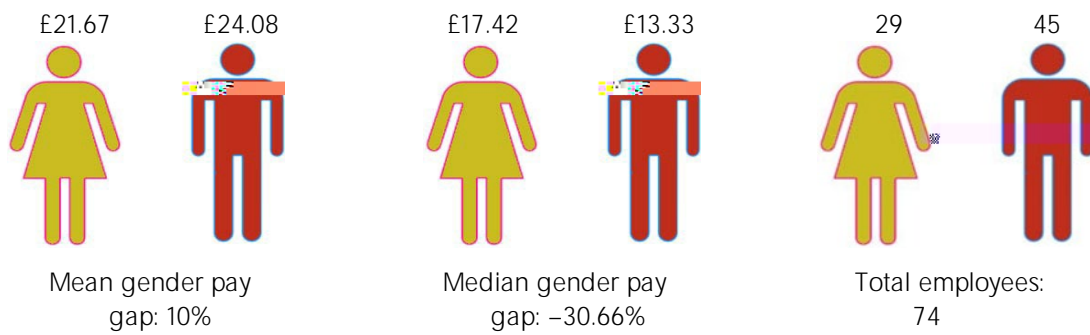


The gender pay gap for bonus payments is:



### Gender Pay Gap figures for Clare College

#### Fellows



#### Staff

