

## **Gender Pay Report 2020**

## **Clare College**

This statement confirms that Clare College is below the 250 employees at census date April 2019.

Ms Sally Hewings HR Manager

Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point) basis