

Commentary

1. Salary Sacrifice:- these arrangements have affected the hourly rates of 17 Females and 12 Males for Childcare Vouchers, all at different amounts.
2. A 48 hour week (and 52 week year) has been used in calculating hourly rates consistently for all full-time Teachers, as our best reflection of a very busy 24/7 boarding environment which operates 32 weeks a year.
3. We are satisfied that we pay the same rate for the same role, regardless of gender and believe firmly in Equal Pay for equal roles.

Support Staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. For Domestic and Catering Assistants, this is currently £9.95 per hour for all and will increase again with the April 2023 with the National Living Wage increase, if 23+. Other Support roles are evaluated by content criteria and benchmarked against local competitors, again regardless of gender.

Teaching Staff, regardless of gender, are all paid according to a Salary Scale, containing incremental points – each year of post-qualification Teaching experience means an automatic increase up to the next point, for men and women.

4. The Office for National Statistics reported the average gap to be 14.9% nationally, across all sectors, for April 2022. Quartile statistics are not published from the compulsory GPG reports; searches can be made on named companies. Whilst the national figure of 14.9% is significantly lower than our figure of 27%, the nature of roles and work patterns required in education for the lower-paid support services is very different.
5. GPG reports submitted for the Education Sector for April 2021 reported the average median gap was 26%, with some schools reporting gaps as high as 51%. Our figure of 26% is therefore in keeping with the education sector, given the large number of lower-paid support roles, traditionally attracting female applicants.
6. The gap seen in the mean and median figures has closed by an encouraging 3% and 4%, compared to that in our April 2021 Gender Pay Gap Report. This gap can be explained by the fact that the lowest hourly rates tend to go with Domestic and Catering Assistant roles.

For example, at the time of this snapshot, 98 females earned the National Living Wage minimum (or less for younger people), compared to only 34 males; this is an improvement on last year. The difference might be because these roles are part-time, and around school hours – culturally and nationally, such roles continue to attract predominantly female applicants, as the main child carer.

Similarly, in the Lower Middle Quartile, there are still many more females, but the gap has decreased quite considerably (by 18%) since last year. This quartile still captures administrative, pastoral and other domestic roles. Again,

these traditionally seem to attract far more females. If males applied, they would be paid the same rate for these roles as females.

7 There is a limit to what can be done to address the point above, namely that the hours and work patterns required for most Lower Middle Quartile roles traditionally seem to attract far more females and this affects the overall gap percentages. However, the School will work to offer flexible working patterns for such roles where possible, which may attract more male applicants.

Prepared by Claire Betts, HR Manager; 16/12/22

Signed by Chair of Trustees, Prof. Neil Gorman:-

A handwritten signature in black ink that reads "Neil Gorman" with a horizontal line extending to the right from the end of the name.

Date: 5/1/23