



## Commentary

1. 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.
2. 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 carrying out the role. For Domestic and Catering Assistants, this is currently £10.89 per hour for all and will increase again with the April 2024 with the National Living Wage rise. 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.

3. The Office for National Statistics reported the average median pay gap for all employees to be 14.3% nationally, across all sectors, for April 2023. Quartile statistics are not published from the compulsory GPG reports; searches can be made on named companies. Whilst the national figure of 14.3% 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.
4. GPG reports submitted for the Education Sector for April 2023 reported the average median gap was 26%, with some schools reporting gaps as high as 52%. Our figure of 27% is therefore in keeping with the education sector, given the large number of lower-paid support roles, traditionally attracting female applicants.
5. The gap seen in our median figure is effectively stable from last year, with a small increase in the mean figure gap. 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, 137 females earned the National Living Wage minimum (or less for younger people), compared to only 30 males. 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 and Lower Middle Quartile, there are still many more females, as last year. These quartiles still capture 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.

6 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 and Lower Middle roles traditionally seem to attract far more females and this affects the overall gap percentages. However, the School will continue to offer flexible working patterns for such roles where possible, which may attract more male applicants.

***Prepared by Claire Betts, Asst HR Business Partner; 2/1/24***

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

A handwritten signature in black ink that reads "Neil Gorman". The signature is written in a cursive style and is followed by a horizontal line.

**Date: 4/1/24**