



THE PERSE
SCHOOL
CAMBRIDGE

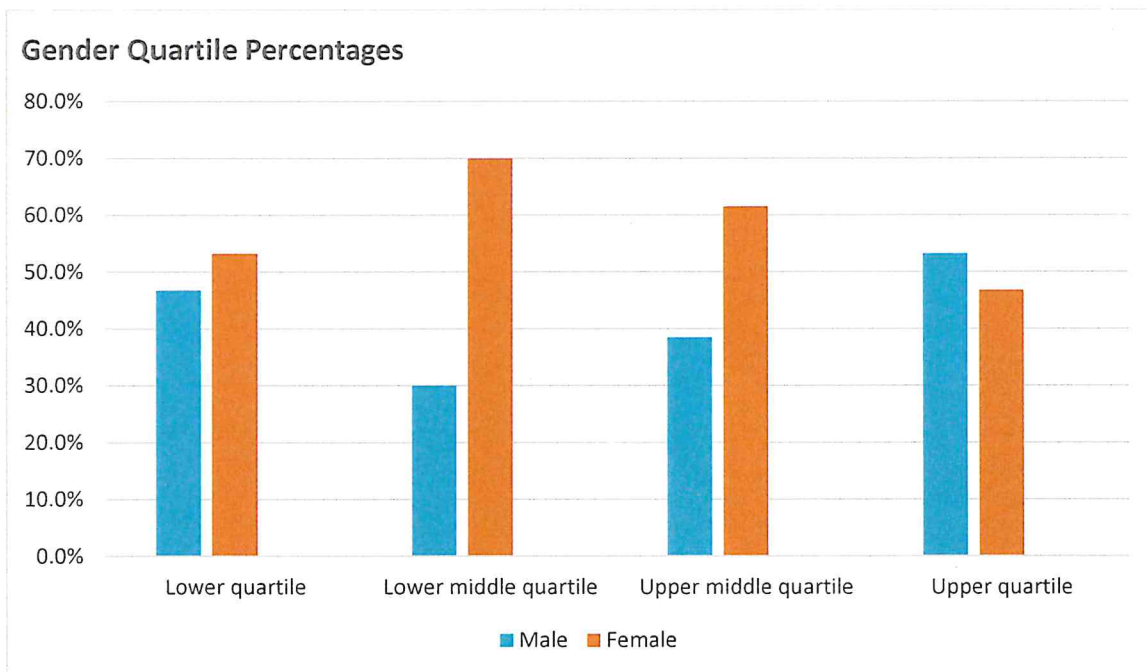
GENDER PAY GAP REPORT – APRIL 2018

Mean and Median Hourly Rates

Mean Hourly Rate Gender Pay Gap	10.6%
Median Hourly Rate Gender Pay Gap	15.4%

Gender Quartile Percentages

	Proportion of Males	Proportion of Females
Upper Quartile	53.2%	46.8%
Upper Middle Quartile	38.5%	61.5%
Lower Middle Quartile	30.0%	70.0%
Lower Quartile	46.8%	53.2%



Bonus Gap

No bonuses are paid.

Commentary

The School is satisfied it pays the same rate for the same role, regardless of gender and believes firmly in Equal Pay for equal roles.

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The School has an Equal Opportunities Policy and a Recruitment and Selection Policy and uses common pay scales. The School is committed to ensuring that the principles of equality of opportunity are applied throughout its selection, promotion, management and reward of all staff.

The School has a number of salary sacrifice arrangements: these arrangements have affected the hourly rates of 29 Females and 25 Males; some for School fees, some for Childcare Vouchers, some for Cycle to Work Scheme, all at different amounts.

Support staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. For all support staff, the minimum hourly rate is at least the National Wage Foundation Living Wage (in force at the time the salary scales are reviewed, with effect from September annually) which is in excess of the National Living Wage. At the reference date, the School paid a minimum of £8.48 per hour compared to the Living Wage of £7.83 for those over 25 years of age but all support roles are evaluated by content criteria and benchmarked against local competitors and market rates, again regardless of gender.

Teaching staff, regardless of gender, are paid according to a Salary Scale, containing incremental points and thresholds, the criteria for passing which is clearly documented and subject to a panel assessment, again regardless of gender.

The gap seen in the mean and median figures, as well as in the Lower Middle Quartile, can be explained by the fact that there are many Females in support roles (administration, technicians, teaching assistants, pastoral) which are part time and/or term time only – culturally and nationally, such roles continue to attract predominantly Female applicants, as the main child carer. If Males occupy these roles, they are paid the same rate for those roles as Females.

Prepared by Virginia Carroll, Deputy Bursar and Chief Financial Officer

Sir David Wright

Chair of Trustees

02 April 2019