

## GENDER PAY GAP REPORT – APRIL 2021

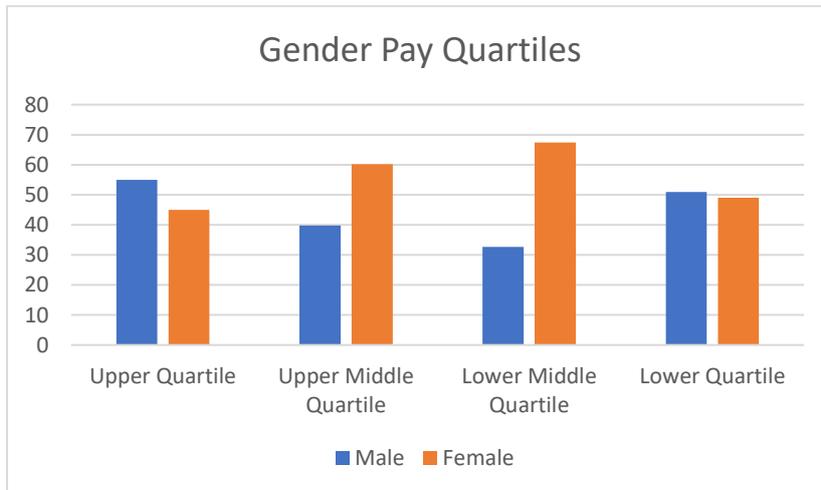
There have been no significant changes from the 2020 figures.

**Mean pay gap:** 5.14%

**Median pay gap:** 10.78%

### Quartiles:

	<b>Male (178)</b>	<b>Female (220)</b>
Upper Quartile	55.0%	45.0%
Upper Middle Quartile	39.8%	60.20%
Lower Middle Quartile	32.65%	67.35%
Lower Quartile	50.98%	49.02%



**Bonus gap** – No bonuses are paid.

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.

The School has an Inclusion, Equality and Diversity 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 policies and practices.

The School has a number of salary sacrifice arrangements: these arrangements have affected the hourly rates of 17 females and 11 males; some for School fees and some for cycle to work scheme and childcare voucher schemes, all at different amounts.

Support staff roles are paid at hourly rates appropriate to the evaluation of the role. For all support staff, the minimum hourly rate is at least the National Wage Foundations 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. All support roles are evaluated by content criteria and benchmarked against local competitors and market rates.

Teaching staff are all paid according to a salary scale, containing incremental points and thresholds, the criteria for passing is clearly documented and subject to panel assessment.

The gap seen in the mean and median figures, as well as the middle quartiles, can be explained by the fact that there are many females in support roles (administration, technicians, teaching assistants, pastoral) which are often part time and/or term time only. such roles continue to attract predominantly female applicants.

Prepared by Cheryl Few, Director of HR