



## Gender Pay Gap Report 2017/18

As an employer with over 250 employees LEH School is required to publish a Gender Pay Gap Report in line with new government legislation from April 2017. Gender Pay Gap is the difference between the average earnings of men and women within our organisation, expressed relative to men's earnings. The Gender Pay Gap is a different measure from the Equal Pay Statistics, which measure the difference in remuneration between male and female employees doing the same job.

In accordance with the regulations, certain statistics are published on the government's online reporting service as well as within this report, and include the following:

- Mean Gender Pay Gap: the difference in the mean hourly rate of pay between male and female employees
- Median Gender Pay Gap: the difference in the median hourly rate of pay between male and female employees
- Mean Bonus Pay Gap: the difference in the mean bonus pay between male and female employees
- Median Bonus Pay Gap: the difference in the median bonus pay between male and female employees
- Proportion of men and women receiving bonus pay
- Proportions of male and female employees in each of four equal pay quartiles

### Results

The figures below are extracted from the payroll period which encompasses a specific 'snapshot' date of 5<sup>th</sup> April 2017 as set out in the requirements:

Pay gap figures:

Mean Gender Pay Gap	2.4%
Median Gender Pay Gap	-3.7%
Mean Bonus Pay Gap	n/a
Median Bonus Pay Gap	n/a
Proportion of men receiving bonus pay	0%
Proportion of women receiving bonus pay	0%

Pay quartiles:

	Men	Women
Upper Quartile	24.2%	75.8%
Upper Middle Quartile	15.1%	84.9%
Lower Middle Quartile	21.2%	78.8%
Lower Quartile	29.9%	70.1%

### Narrative

The overall mean hourly rate of pay is 2.4% higher for men than for women. The median hourly rate of pay is 3.7% higher for women than for men.

The current national average for the gender pay gap is 18%.

There were no bonuses paid in the period.

At the time of reporting 282 staff were on the payroll of whom 61 were male and 221 were female. The data represents 265 employees who were paid in the relevant pay period. Of this number 23% were male and 77% female, therefore the percentages within the pay quartiles are in proportion to and reflective of the relevant ratio of men to women.

### Declaration

I declare that the above data has been compiled in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: Michael Berkowitch

Position: Director of Finance

Signature:



Date: 15<sup>th</sup> March 2018