

POCKLINGTON SCHOOL FOUNDATION GENDER PAY REPORT 2017

The Foundation employed 273 staff, including lifeguards and music teachers, on 5 April 2017 of whom 263 were paid in that month. Salary sacrifice arrangements affected the hourly rates of 7 women and 2 men. Seven colleagues were absent on maternity, adoption or long term sick leave. Some staff have more than one role.

The Foundation supports the fair treatment of all staff and pupils irrespective of gender. We use pay scales for all teachers and support staff. Staff are appointed to a scale point according to their experience and qualifications. With the exception of junior teachers (who receive an annual increment in their first years of service), there is modest progression linked to performance in role. Significant increases in pay usually accompany more responsibility, additional duties or promotion.

Gender Pay Reporting

We are required to make an annual report on our gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women, regardless of their role or seniority. This measurement is distinct from equal pay as it is not measuring parity of pay for similar roles but the average pay of all roles and is more about the representation of women in the Foundation especially in senior roles.

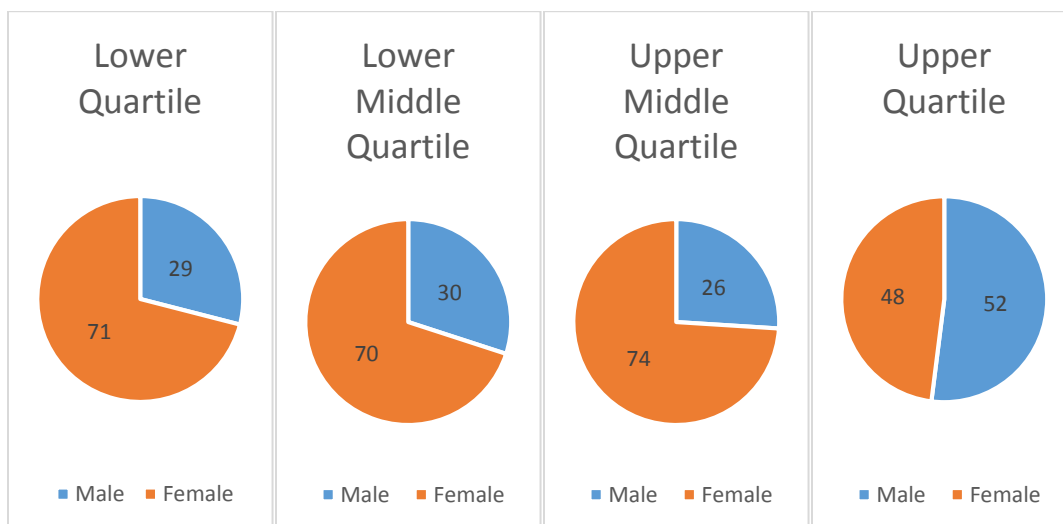
Gender Pay Results for the Foundation

Gender Pay Gap	Percentage
Mean	16.9 ⁽¹⁾
Median	40.8 ⁽²⁾

(1) Compared to Office for National Statistics: 18.1%

(2) Compared to Chartered Management Institute statistics: 23%

Distribution by gender by percentage of men and women in each pay quartile



No bonuses were paid to any staff for the reporting period.

Statutory Declaration

We confirm that the data and information presented in this report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Foundation's Accountants have provided an Independent Limited Assurance Report confirming that the Selected Information contained within the report has been prepared in accordance with the Reporting Criteria.

JA FARMER
Chair
Finance Committee

JC BLOOM
Chair
Employment Committee