

**AMDG**



**STONYHURST**

## **CROSS CAMPUS Gender Pay Gap Report**

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Approval by:	The Bursar
Date of next Report	March 2020 The Bursar and HR Director
Location(s) where Policy can be found	<input type="checkbox"/> ISI Portal <input checked="" type="checkbox"/> Stonyhurst Website <input checked="" type="checkbox"/> Intranet <input checked="" type="checkbox"/> Hard copies in the following rooms: <ul style="list-style-type: none"><li>❖ Compliance &amp; Legal Support</li><li>❖ Headmaster's PA</li><li>❖ SMH Headmaster's PA</li><li>❖ Bursar's PA</li></ul>

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## Why are we publishing this report?

From 2017 onwards, all employers with more than 250 employees must, by law, publish and report specific figures about their gender pay gap. The 'gender pay gap' is the difference between the average earnings of men and women, expressed relative to men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximized.

We are obliged to publish our data on our website and we will also report our findings to the Gender Pay Gap Reporting Service. We will publish these calculations annually and our calculations will always be based on the situation as at 5<sup>th</sup> April each year. **The data provided in this report is calculated using the specific reference date of 5<sup>th</sup> April 2018.**

## What data do we provide and what does it mean?

In accordance with the Gender Pay Gap Reporting Regulations, we are required to calculate the following information:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

This report covers all employees of Stonyhurst, including Stonyhurst College and St Mary's Hall, where they fall within the scope of the Regulations.

Using both mean and median averages is helpful to give a more balanced overview of an employer's overall gender pay gap. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can dominate and distort the answer. Median (mid-point) averages are useful to indicate what the 'typical' situation is, and are not distorted by a few very large or very small pay rates.

For the results of the first four calculations:

- A **positive** percentage figure reveals that, typically or overall, female employees have lower pay or bonuses than male employees.
- A **negative** percentage figure reveals that, typically or overall, male employees have lower pay or bonuses than female employees.
- A **zero** percentage figure would reveal no pay gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

## What is the difference between the gender pay gap and equal pay?

The 'gender pay gap' is different to the issue of 'equal pay'.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of an equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference between the average pay between men and women. If an employer has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with; it may mean that the gender pay gap includes unlawful inequality in pay, but this is not necessarily the case.

## What are our results?

### 2018 results

Our mean and median gender pay gap in hourly pay, as at 5 April 2018:

**Mean gender pay gap: 12.3%**

**Median gender pay gap: -2.4%**

The figures above show the difference between the mean (average) and median (mid-point) hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay, as at 5 April 2018. Our figures show that overall (as a mean average) women were paid 12.3% less than men, but typically, (as a median average), women were paid 2.4% more than men.

### Quartile differences as at April 2018

Upper quartile: Men 45.5% Women 54.5%

Upper middle quartile: Men 34.3% Women 65.7%

Lower middle quartile: Men 42.4% Women 57.6%

Lower quartile: Men 36.4% Women 63.6%

The figures above show the gender distributions among our staff in four quartiles based on their hourly pay, as at 5 April 2018.

### Bonus gender pay gap

In the 12-month period running from the 6 April 2017 to 5 April 2018, only one bonus was paid. This was a bonus of £1000, paid to a female member of staff. **Accordingly, the proportion of males who received a bonus payment was 0% and the proportion of females who received a bonus payment was 0.4%.**

It is not possible to provide a mean or median bonus pay gap figure as there were no male comparators in the relevant period.

### 2017 results

Our mean and median gender pay gap in hourly pay, as at 5 April 2017:

**Mean gender pay gap as at 5 April 2017: 7.9%**

**Median gender pay gap as at 5 April 2017: -8.3%**

**Quartile differences as at 5 April 2017:**

Upper quartile:	Men 49%	Women 51%
Upper middle quartile:	Men 33.3%	Women 66.7%
Lower middle quartile:	Men 50%	Women 50%
Lower quartile:	Men 39.6%	Women 60.4%

**There were no bonus payments made in the twelve month period preceding the 5 April 2017.**

## Analysis

Compared to our April 2017 figures, our gender pay gap has increased in favour of males. Conversely, this is in part due to the fact that our workforce was more female dominated in April 2018 (**60%** female, **40%** male) than it was in April 2017 (**57%** female, **43%** male). The fact that the biggest swings in the male/female balance at Stonyhurst have been at the lower paid end of the organisation has had the effect of increasing our gender pay gap both as a mean and median average. We have seen an increase in the percentage of female staff in the lowest paid quartile from **60.4%** in April 2017 to **63.6%** in April 2018, and in our lower middle quartile we have seen the percentage of female staff increase from **50%** to **57.6%** in the same period.

In general, our female staff are particularly well represented in the lowest and upper middle quartiles. In the case of the lower quartile, this is because staff in our lower paid domestic and catering departments are predominantly female, and in the case of the upper middle quartile, this is probably because we employ more female teachers than male (**56%** of our teaching staff are female). Women are comparatively slightly less well represented in the upper quartile, but this figure has increased from April 2017, when **51%** of those in the upper quartile were female.

Whilst the median average pay for a female working at Stonyhurst is slightly higher than it is for a male, (**29** pence per hour more, in fact), of the number of staff working for the lowest pay (less than **£10** per hour), **59.2%** of them are female and **40.8%** are male. Whilst this dominance of females in the very lowest band of pay does distort our mean gender pay gap, given that **62%** of our support staff overall are female and **38%** are male, these figures do not support the idea that our very lowest paid staff are disproportionately female; instead, the figures reflect the fact that we employ more female staff across the board, at all levels, in all four quartiles. At the other end of the spectrum, however, of the staff working for over **£30** per hour, **71%** are male and **29%** are female. Of those who earn over **£40** per hour, the gender split is **83% male to 17% female**. Given that all but one of the staff members in this category are teachers (and our teaching staff overall is **56%** female), this does show that the number of men at the top of the organisation (and receiving the highest pay) is disproportionate to both the male/female split in the teaching staff, and the male/female split across the organisation as a whole. The disproportionate favouring of men in these highest paid categories distorts the overall mean average pay gap, and pulls it further away from the median average.

One other significant factor which has contributed further to an increased mean *and* median gender pay gap in favour of men, is the introduction of salary sacrifice for pension contributions from the support staff. The salary sacrifice arrangement was introduced in January 2018 to give support staff the extra financial benefit of reducing their national insurance contributions (with the national insurance contributions otherwise saved by Stonyhurst being given back to staff too). Under the Gender Pay Reporting Regulations, pension contributions are excluded from the gender pay gap calculations where they are paid by salary sacrifice. Therefore, the figure used to calculate hourly pay for the April 2018 figures is the gross salary after the reduction. This has the effect of significantly lowering the hourly rate calculated for any member of staff benefiting from the salary sacrifice arrangement (i.e. the majority of our support staff). As **62%** of our support staff are female, (and our support staff are generally our less well paid staff) this change in the way that their hourly rate is calculated has had the effect of artificially distorting the gender pay difference between men

and women (in the men's favour), even though, in reality, this group has not suffered any detriment and is in fact financially better off because of the change.

We have conducted further analysis into the gender pay gap amongst our part-time workers in order to establish whether the comparatively high number of female part time staff we employ contributed to a gender pay gap which favoured men. **27.5%** of our staff were working on part-time as at April 2018, and, of these, **69.7%** were female (representing **31.8%** of our female work-force). Our figures showed that, as at April 2018, our median gender pay gap among part-time staff, shown relative to men's earnings, was **-18.8%**, whilst our mean average gap among part-time staff was **-15.6%**. This means that our part-time female staff earned **15.6%** more than our part-time male staff as a mean average, and **18.8%** more as a median average. These results show that although we do employ a high proportion of part-time female staff, this actually does not contribute to our gender pay gap.

## **Our commitment to gender equality**

We are committed to being an equal opportunities employer. We value our staff for the contribution they make to our mission and to our community, regardless of their gender, and we are committed to ensuring that staff are recruited and promoted on the basis of their individual merits.

We believe that the diversity of our staff is crucial in fostering a creative, innovative and progressive environment where staff and pupils can flourish and achieve their potential. Only by recruiting and retaining the very best staff, irrespective of their personal characteristics, can we truly inspire the wider Stonyhurst community, a community which thrives on inclusivity and strives for excellence.

## **Our progress so far**

The majority of our work force is female, and the majority of our teaching staff are female. The recruitment of so many female staff has not been the result of a positive discrimination programme, but has been the natural outcome of recruiting the most talented staff. As of April 2018, **55%** of our teaching staff were female and **62%** of our support staff were female.

Our gender pay gap results show that whilst, typically, a female employee at Stonyhurst earns more than a male employee, overall male employees earns more than females. The differences in the two 'mean' and 'median' calculations shows that those at the very highest end of the pay spectrum (those earning over £30 per hour, and particularly those earning over £40 per hour) tend to be men, whilst those at the lowest end tend to be female. **62%** of our support staff are female, and a significant number of these work as domestic and catering staff - these are low skilled and consequently low paid jobs. These staff play a vital role in the running of the school and because of the nature of our organisation we employ a large number of staff in these roles. For many of these roles we are able to offer term-time only working, and we find that this type of working is particularly attractive to women. The majority of the applicants for these jobs are female, consequently, most of the successful candidates are female.

Encouragingly, whilst those members of staff earning the very highest rates of pay are disproportionately male, the percentage of female staff in the upper quartile has grown in the period April 2017 to April 2018 from **51%** to **54%**. Providing we can retain this female talent (see the measures we have set out below to try to achieve this) there is every reason to believe that as these women will become more experienced and are given more opportunities for promotion over time, hopefully we will be able to redress the gender imbalance at the top of the organisation at some future point.

It is well documented that women often shoulder the responsibility of caring for children and, in many cases, other family members. We have published a Dependant Care Leave Policy and Compassionate Leave Policy to better support those members of staff with caring responsibilities, and we have published a Flexible Working Policy to help those staff looking to adjust their hours or working environment to better accommodate other responsibilities. In the period from 6 April 2017 to 5 April 2018, we received 6 flexible working requests from staff. All 6 were received from female staff who were looking to change their work/life

balance for a variety of reasons. Of the six received, three were fully successful, two were partly successful (a compromise was found), and only one request was turned down on the grounds that it was operationally unachievable, although a counter-proposal was put forwards by Stonyhurst, which was rejected by the employee in question.

It is also widely recognised that one of the main reasons for the gender pay gap in the UK is because women are more likely to take time out of their careers to start a family. In the period from April 2017 to April 2018, six of our female staff took maternity leave (three of our male staff took paternity leave). Of the six female staff who took maternity leave, two of them decided not to return to work following their leave, with the other four returning to work at Stonyhurst. We want to support women and make it easier for them to return to work following family leave, if they want to. We have taken the following steps which we hope will help us to achieve this:

- We are now providing new mothers with a private area in which to express milk and facilities for refrigerating milk
- We are encouraging members of staff who are taking maternity leave to enter into an early dialogue about their preferred working arrangements should they wish to return to work, so that we are better prepared and able to accommodate and facilitate requests for flexible working where we can
- We offer discounted nursery fees (for Hodder House) to members of staff to encourage mothers to return to work
- We have published a family rights policy which provides staff with clear information about their rights regarding family leave and pay
- We have extended our enhanced maternity pay to all staff including support staff in order to help support them through maternity leave. We hope that this will help us to retain (and attract) our talented female staff

In addition, in order to help foster an environment of inclusivity and equality where all staff are valued and appreciated, we now include equality and diversity content in induction training for all new staff members.

We look forward to seeing what impact our measures have had in next year's Gender Pay Gap Report.

**I confirm that the information provided in this report is accurate as of the snapshot date 5 April 2018.**

**Simon Marsden, Bursar**

**March 2019**