



Gender Pay Gap: Data and Overview

As an employer with more than 250 employees, Malvern St James Limited is required to publish specific calculations showing the difference between the pay for male and female employees. This requirement was introduced under The Equality Act (Gender Pay Gap Information) Regulations 2017 and is as follows.

The data is based on the hourly rates of pay for staff as at 5 April 2018 (the 'snap shot' date) and relate to 'full-pay relevant employees'.

Full-pay relevant employees excludes anyone who is on reduced pay due to sick leave, maternity leave and any other form of unpaid leave. Full pay includes basic pay, management allowances, holiday pay, before tax and pension deductions, but after salary sacrifice (childcare vouchers). Overtime is also excluded from the calculations.

- Average Gender pay gap as a mean average: -23.79% (females paid more)
- Average Gender pay gap as a median average: -57.68% (females paid more)
- Average Bonus gender pay gap as a mean average: 0%
- Average Bonus gender pay gap as a median average: 0%
- Proportion of males receiving a bonus payment: 1.39%
- Proportion of females receiving a bonus payment: 0.45%

These figures show the percentage of male and female staff in each quartile when we order hourly rates of pay from the highest to lowest and then group into four equal quartiles:

	Male	Female
Upper quartile	19.2%	80.8%
Upper middle quartile	15.1%	84.9%
Lower middle quartile	31.1%	68.9%
Lower quartile	32.9%	67.1%

We have a higher percentage of female staff in each quartile, with the highest percentage of female employees in the Upper and Upper middle quartiles, which creates the gender pay gap. This is supported by the make-up of the Executive and Senior Management Team, coupled with the ratio of female to male teaching staff.

DECLARATION

I hereby confirm that the information provided in this report to be accurate.