

Commentary

1. Salary Sacrifice:- these arrangements have affected the hourly rates of 18 Females and 14 Males; some for School Fees, some for Childcare Vouchers, all at different amounts.
2. A 48 hour week (and 52 week year) has been used in calculating hourly rates consistently for all full-time Teachers, as our best reflection of a very busy 24/7 boarding environment which operates 32 weeks a year.
3. We are satisfied that we pay the same rate for the same role, regardless of gender and believe firmly in Equal Pay for equal roles.

Support Staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. For Domestic and Catering Assistants this is the National Living Wage of £8.72 per hour for all, if 25+. Other Support roles are evaluated by content criteria and benchmarked against local competitors, again regardless of gender.

Teaching Staff, regardless of gender, are all paid according to a Salary Scale, containing incremental points – each year of post-qualification Teaching experience means an automatic increase up to the next point, for men and women.

4. The gap seen in the median and mean figures has only increased slightly compared to that in the April 2019 Gender Pay Gap Report, by 2% and 1% respectively. This gap can be explained by the fact that the lowest hourly rates tend to go with Domestic and Catering Assistant roles.

For example, at the time of this snapshot, 100 females earned this minimum of £8.72ph (or less for younger people), compared to only 24 males. This is because these roles are part-time, and around school hours – culturally and nationally, such roles continue to attract predominantly female applicants, as the main child carer. For example, no males are currently working as Domestic Assistants, as none applied.

Similarly, in the Lower Middle Quartile, there are still many more females and the percentage has increased since last year. This quartile still captures administrative, pastoral and other domestic roles. Again, these traditionally seem to attract far more females. If males applied, they would be paid the same rate for these roles as females.

Prepared by Claire Betts, HR Manager; 4/2/21

Signed by Chair of Trustees, Prof. Neil Gorman



Signed:

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