



## MILLFIELD GENDER PAY GAP REPORT 2020

This report sets out Millfield's gender pay gap at the snapshot date of 5 April 2020 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Millfield's gender pay gap

	Women's average hourly pay is:
Mean gender pay gap	17.92% lower
Median gender pay gap	36.77% lower

Number and proportion of men and women in each pay quartile:

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Total
Number of employees - male	82	101	115	141	439
Number of employees - female	199	180	166	139	684
% of employees - male	29.2%	35.9%	40.9%	50.4%	39.1%
% of employees - female	70.8%	64.1%	59.1%	49.6%	60.9%

Bonuses:

Proportion of men receiving a bonus	0.02%
Proportion of women receiving a bonus	0.00%
Mean bonus gender pay gap	100.0%
Median bonus gender pay gap	100.0%

### **Why does Millfield have a gender pay gap?**

Millfield is a co-educational boarding and day school in Somerset and is one of the biggest local employers. Millfield employs a large workforce engaged in a diverse range of teaching and support roles. Men and women are paid equally for doing equal jobs. There has been a reduction in the average full-time equivalent number of persons employed during the year to 667 (2019: 726). This reduction is a direct result of the Covid-19 pandemic affecting income and requiring compensatory savings. The impact has been to further reduce the differential in the mean pay gap, whilst there has been a small increase in the median pay gap. This increase is largely due to the fact that the median pay for women falls within the “lower middle quartile” whilst for men it remains in the “upper middle quartile”. The diversity of roles and pay scales at an independent school is arguably broader than many other organisations as well as the continued prevalence of women working in part-time, lower quartile roles alongside family commitments.

### **How is Millfield addressing the gender pay gap?**

Regular meetings are held throughout the organisation, in which current issues are discussed with staff. The Governors are committed to ensuring that Millfield provides equality of opportunity in recruitment and employment. All applicants for employment and existing employees are treated by reference to their particular aptitudes, abilities and relevant qualifications and receive equal treatment as provided for by law regardless of sex (gender), sexual orientation, gender reassignment, marital status or partnership, race, religion or belief, age, disability or pregnancy/maternity.

Efforts continue to encourage diversity in support roles (in particular cleaning and laundry). We continue to work with individuals, offering flexible working patterns where possible.

I confirm that the information in this report is accurate.



Roland Rudd  
Chair of Governors