



Gender Pay Gap Report

The Dean Close Foundation is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

The Foundation is required to publish the results on our own website and a government website.

Results

The results of Gender Pay Gap Reporting for The Dean Close Foundation is as follows:

Mean Gender Pay Gap

Using the mean average pay, female full pay relevant employees are paid 27% less than male full pay relevant employees.

Median Gender Pay Gap

Using the median average pay, female full pay relevant employees are paid 52% less than male full pay relevant employees.

The Pay Quartiles for full pay relevant employees are as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	12%	28%	27%	54%
Female	88%	72%	73%	46%

Gender Pay Gap Bonus Payments

- Mean Bonus payments for women are 638% higher than for men.
- Median Bonus Payments are 3750% higher for women than for men.
- 3.7% of male relevant employees received a bonus.
- 0.32% of female relevant employees received a bonus.

Narrative

The Dean Close Foundation is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Male and female staff at The Dean Close Foundation are treated equally on appointment and throughout their careers. In common with most education establishments, The Dean Close Foundation employs more females than males and the analysis of the distribution of males and females in the pay quartiles above show that there are considerably more women than men in each quartile and this is particularly evident in the Lower Quartile and Lower Middle Quartile. This distribution of gender will impact on mean and median rates of pay.

In addition, many of our female staff choose to work flexibly and in support roles throughout The Foundation. Gender pay is not the same as equal pay but is a useful measure of representation.

The mean bonus payments for women are higher than that of men but applies to very few people.

The Dean Close Foundation will continue to attract and retain those employees who are most suited for roles based on their skills and experience and regardless of gender.

I confirm that the published data is accurate.

A handwritten signature in black ink, appearing to read 'Adrian Bowcher', written in a cursive style.

Mr. Adrian Bowcher
Bursar and Clerk to the Trustees