



GENDER PAY GAP REPORT 2021

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.

The data is based on the hourly rates of pay for staff as at 5 April 2020 (the 'snap shot' date) and relate to 'full-pay relevant employees'.

Full-pay relevant employees excludes anyone who is on reduced pay due to furlough, sick leave, maternity, paternity, adoption leave and any other form of unpaid leave. Full pay includes basic pay, management allowances, before tax and pension deductions, but after salary sacrifice.

Due to the Coronavirus Pandemic, School premises during April 2020 were closed to all but key worker pupils. As a result, a number of staff were on furlough and are excluded from the Gender Pay Gap calculations as they were not Full-pay relevant employees. Due to the nature of the closure, this included a significant number of staff in roles such as housekeeping, catering and non-teaching support. As such, it is difficult to draw meaningful analysis on comparison to our previous Gender Pay Gap reports.

- Average Gender pay gap as a mean average: -1.75% (females paid more)
- Average Gender pay gap as a median average: -17.55% (females paid more)
- Average Bonus gender pay gap as a mean average: 0% no bonus payments
- Average Bonus gender pay gap as a median average: 0% no bonus payments
- Proportion of males receiving a bonus payment: 0% no bonus payments
- Proportion of females receiving a bonus payment: 0% no bonus payments

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	23.3%	76.7%
Upper middle quartile	11.9%	88.1%
Lower middle quartile	26.2%	73.8%
Lower quartile	16.7%	83.3%

The gender split across our workforce, including all relevant employees, was 75.6% female and 24.4% male. This split is broadly represented across the above quartiles. Like most-single sex schools, our teachers are predominately the same gender as our pupils.

In order to tackle our Gender Pay Gap, we are continuing to focus on increasing the diversity of our staff. Malvern St James is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

DECLARATION

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

A handwritten signature in black ink, appearing to be 'G. Bruce', with a long horizontal stroke extending to the right.

Gemma Bruce
Chair of Governors
1 October 2021