

Gender Pay Gap reporting (2019)

As an employer with over 250 employees Canford School is required to submit a Gender Pay report on our website and on the government’s online reporting service. Due to Covid, organisations are not required to report on the 2019 data. However, Canford have decided to provide the following data snapshot below as at 5th April 2019.

In accordance with the regulations, certain sets of data are required to be published:-

- Difference between the mean hourly rate of pay between male and female employees
- Difference between the median hourly rate of pay between male and female employees
- Proportions of male and female employees in each of four equal pay quartiles.

The school does not pay bonuses so the requirement to report on bonuses is not applicable.

The results for Canford School are:-

Mean Gender pay gap: 13.65%

Median gender pay gap: 17.25%

Proportion of males and females in each quartile are as follows:-

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Male	40	44	54	55	193
Female	68	64	54	52	238
	108	108	108	107	431

Male	37%	41%	50%	51%	49%
Female	63%	59%	50%	49%	55%

The following statement accompanies the data:

“Canford is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the School and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at Canford are treated equally on appointment and throughout their careers at Canford”

David Brook
Managing Director & Bursar

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