



MILLFIELD GENDER PAY GAP REPORT 2021

This report sets out Millfield’s gender pay gap at the snapshot date of 5 April 2021 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Millfield’s gender pay gap

Women’s average hourly pay is:	5 April 2021	5 April 2020	5 April 2019
Mean gender pay gap	22.7% lower	17.9% lower	24.1% lower
Median gender pay gap	37.6% lower	36.8% lower	31.7% lower

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

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	72	77	117	137	403
Number of employees - female	212	207	167	147	733
% of employees - male	25.4%	27.1%	41.2%	48.2%	35.5%
% of employees - female	74.6%	72.9%	58.8%	51.8%	64.5%

Bonuses:

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Proportion of men receiving a bonus	0.01%
Proportion of women receiving a bonus	0.00%
Mean bonus gender pay gap	100.00%
Median bonus gender pay gap	100.00%

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 further reduction in the average full-time equivalent number of persons employed during the year to 632 (2020: 667). This reduction arose from staff reorganisation measures taken to reduce our cost base and this process continues. The overall impact for the year ended 31 August 2021 is a greater reduction in the absolute number of men compared to women employees, mainly in the skilled tradesperson category. As a result, there is an increase in the average pay as well as an upward movement in the median salary for the remaining, albeit reduced male workforce.

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. I confirm that the information in this report is accurate.

Roland Rudd
Chair of Governors