

Gender Pay Gap reporting (2022)

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 by 30th March 2023.

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: 13.72%

Median gender pay gap: 15.07%

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

| | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile | Total |
|--------|----------------|-----------------------|-----------------------|----------------|-------|
| Male | 42 | 47 | 46 | 57 | 192 |
| Female | 67 | 63 | 63 | 52 | 245 |
| | 109 | 110 | 109 | 109 | 437 |

| | | | | | |
|--------|-----|-----|-----|-----|--|
| Male | 39% | 43% | 42% | 52% | |
| Female | 61% | 57% | 58% | 48% | |

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

March 2023