



## Equal Pay and Gender Pay Gap April 2022

### Equal Pay

At Dulwich College all those doing the same job receive the same pay, irrespective of their gender. This is called Equal Pay, and we believe in equal opportunities for both our pupils and our employees.



### The Gender Pay Gap (GPG)

This is the difference between the average earnings of men and women, expressed relative to men's earnings.

The Gender Pay Gap overall at Dulwich College is driven largely by a structural difference:

- there are fewer female staff in the top pay quartile (38%); and
- more female staff in the two lower pay quartiles (68%).

It is this structural difference that we are looking to change, and which we are beginning to see in the growing number of women in the upper middle quartile (61%), suggesting we will see more senior, higher paid women at Dulwich College in the near future. And a new role from June 2023 - Director of Human Resources, part of our Senior Management Team - will ensure a continued and increased focus on the College's D&I strategy with a particular eye to recruitment and retention.



## Strategy for Change

Our plans include (but not only) the following:

Improving further our recruitment process e.g. using anonymised online application processes to overcome unconscious bias.

Introducing positive action statements on job adverts tailored to quartiles where more diversity is required.

Identifying any pay anomalies across the College with a particular focus on gender.

Continuing our redaction of personal data which includes gender at application and shortlist stage.

Reviewing the framework for part-time workers.

Supporting flexible working wherever possible that that opportunities remain accessible to all.

Collecting more data to review progress.

Reviewing the introduction of specific College-wide D&I objectives within the appraisal process.

Continuing our review and development of recruitment practices and processes, including asking D&I questions at interview, where applicable.

Reviewing the introduction of executive-level reporting across each stage of the recruitment cycle (application, interview, offer which highlights gender at each stage of the process).