



# Gender Pay Gap Report: 2017-2018

Following the introduction of the regulations under the Equality Act 2010, employers with 250 or more employees must publish specific figures about their gender pay gap, i.e. the difference between the average hourly rate of men and women. This is different from 'Equal Pay', which looks at the difference in the pay between a man and a woman who carry out the same or similar job. This report is a valuable role for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

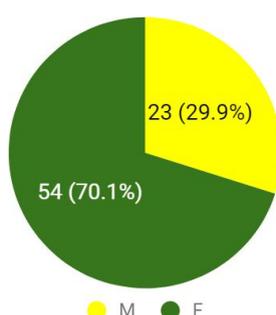
The following gender pay gap calculations are based on the pay that employees received in April 2018. The mean and median hourly rate of pay is higher for men.

- The difference in mean pay between genders is 3.96%. This is 2.77% lower than in the year ending April 2017.
- The difference in median pay between genders is 9.24%. This is 0.13% higher than in the year ending April 2017.
- The difference in mean bonus payments between genders is 100%. This is the same as in the year ending April 2017.
- The difference in median bonus payments between genders is 100%. This is the same as in the year ending April 2017.
- The proportion of men in the workforce that received a bonus is 0.00%. This is 1.06% lower than in the year ending April 2017.
- The proportion of women in the workforce that received a bonus is 0.46%. This is 0.46% higher than in the year ending April 2017.

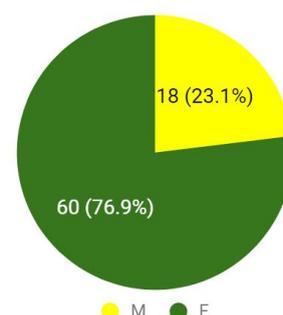
*\*The 'median' is the middle value in any list of numbers. If all staff lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the male in the middle of their line. By contrast, the 'mean' provides the 'average' figure, where the female/male salaries are all added together and then divided by the number of female/male staff respectively.*

The number of men and women in each quartile of the pay range is as follows:

Lower

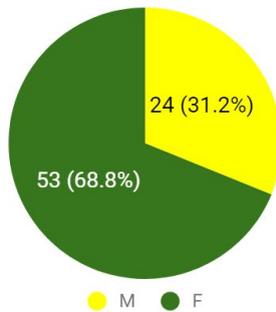


Lower Middle

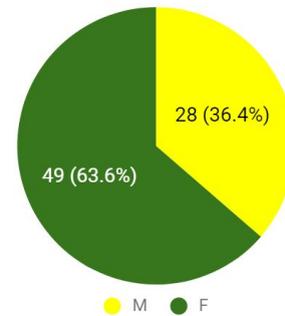




### Upper Middle



### Upper



*\*Employees were ranked in order of their pay from lowest to highest, and this range was then divided into 4 equal groups, each containing 77 colleagues (with the exception of the lower middle quartile, which contained 78), in order to show the gender profile across the School.*

The pay quartiles also show that the weighting of male colleagues increases in the upper quartile but we still have a higher proportion of female staff in all quartiles.

The School aims to ensure salary levels are attractive and that they are set according to affordability. The School operates automatic pay progression for Teaching staff and pay allowances for additional responsibilities. Support staff salaries are regularly benchmarked. Men and women who carry out the same job, similar job, or work of equal value are paid the same. The School's recruitment procedures do not discriminate against any particular demographic and aim to be as fair and accessible as possible.

Bonus payments are only given in exceptional circumstances.

The School remains committed to fair and equitable remuneration and reward, and this will continue to be a fundamental element of all our policies and processes.

I confirm that the data reported is accurate.

Sue Kershaw  
Chief Operating Officer