

Blundell's School Gender Pay Gap Report as at 5th April 2019

Under new law in force from April 2017, along with all employers of more than 250 staff, Blundell's School is required to publish certain data measuring what is known as our gender pay gap. The requirement is, by 4th April each year, to publish data relating to pay of staff as at 5th April the previous year.

The data to be published is as follows:

1. difference between the **mean** hourly rate of pay between male and female employees
2. difference between the **median** hourly rate of pay between male and female employees
3. proportions of male and female employees in each of four equal **pay quartiles**
4. difference between the mean bonus pay paid to male and female employees
5. difference between the median bonus pay paid to male and female employees
6. proportions of male and female employees who were paid bonus pay

At Blundell's School, no bonuses are paid and therefore we have no data to report in respect of requirements 4, 5 or 6.

What is the difference between "mean" and "median"?

Mean is what is commonly used as the "average", where all hourly rates are added together and divided by the number of employees. Median is the middle value when hourly rates of each individual employee are placed in numerical order.

What does the pay quartiles data represent?

We are required to take the hourly rate of all staff, and place it into four quartiles, with equal number of staff in each, across both support and teaching staff. We then calculate the percentage of staff within each quartile who are men, and the percentage of staff in each quartile who are women.

Blundell's data

Our mean gender pay gap is 12.32%

Our median gender pay gap is 28.49%

Proportions of male and female staff in four pay quartiles is as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	29.76%	28.57%	36.90%	46.99%
Women	70.24%	71.43%	63.10%	53.01%

Teaching staff are paid based on an incremental pay scale, with salaries that are transparent and widely available to employees, reflecting progression based on experience, specific responsibilities and other management duties that may be undertaken. Support staff are paid in accordance with generally accepted pay bands, for each particular role, which reflects the complexity and value of work undertaken. We regularly benchmark and review our rates of

pay, to ensure they are fair, and that they are competitive, both in the local area and with comparable independent schools.

What does our gender pay gap tell us?

The figures above document the rates of pay across the whole of Blundell's, regardless of the requirements of the role, or an individual's seniority or experience. A gap between average male pay and average female pay within an organisation does not reflect inequality of pay between men and women carrying out equivalent roles. We are confident that at Blundell's, staff are paid fairly based on the role they undertake, not based on gender.

At Blundell's we have 395 staff, of whom 251 are women. The data above takes account of the hourly rate of each individual member of staff, whether part time or full time, employed year-round or term time only. A considerable proportion of our lower paid roles (for example cleaning and catering) are carried out by women. We are pleased to be able to accommodate many of these lower paid roles on a flexible basis, either part time and/or term time only. However, this has a significant impact on our median gender pay gap because of the number of women working in these lower paid roles. It is also reflected in the quartiles above, from which it can be seen that within the lower quartiles, we employ a larger number of women than men in these lower paid roles. A large proportion of these salaries, for lower paid roles, are determined by the National Living Wage (NLW).

However, it can also be seen that more than half of our highest earners are women. We believe that this reflects our commitment to the progression of women in the workplace. We will continue to engender a culture which demonstrates that here at Blundell's, career progression is open to all.

We will continue to ensure we offer a workplace that promotes inclusion and diversity.

The calculations underlying this report have been reviewed and are approved by the Governing Body of Blundell's School.



Annika Hedrich-Wiggans

Bursar and Clerk to the Governing Body

February 2020