

Gender Pay Gap Report 2023

Background to gender pay gap reporting

From 2017, any UK organisation employing 250 or more employees must report publicly on its gender pay gap (under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017). The report must include: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands.

The Government Equalities Office has stated that “The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value; whereas the gender pay gap is a measure of the difference between the average hourly earnings of men and women.” (*Closing the gender pay gap: actions for employers, December 2017*)

How is the gender pay gap calculated?

The gender pay gap measures the difference in the average earnings between a defined category of men and a defined category of women in an organisation for a base period and uses two averages: the mean and the median.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The College collected its data during the pay period including 5 April 2023, when full-pay relevant employees comprised 575 staff members, 252 of whom were male and 323 female.

College information

The College’s statistics are as follows:

Mean gender pay gap	12.0%
Median gender pay gap	11.0%
Mean bonus gender pay gap	0%
Median bonus gender pay gap	0%

The proportion of males receiving a bonus payment was 0.0%. The proportion of females receiving a bonus payment was 0.0%.

The percentage (and number) of male and females in each quartile pay band was:

Band	Percentage (number) of males	Percentage (number) of females
Lowermost quartile	47.2% (68)	52.8% (76)
Lower middle quartile	36.1% (52)	63.9% (92)
Upper middle quartile	34.7% (50)	65.3% (94)
Uppermost quartile	57.3% (82)	42.7% (61)

Comparison with the Education sector in the UK and the South East

The Office for National Statistics (ONS) collects gender pay gap information and the following is taken from the ONS Employment and Labour Market analyses and include the latest information as at the date of this report – it includes provisional 2023 results and final 2022 results.

The College's mean gender pay gap of 12.0% is significantly below those determined for Education nationally (provisional 2023: 21.3%; final 2022: 20.4%) and below those for Education in the South East of England (provisional 2023: 16.3%; final 2022: 18.4%).

Further, the College's median gender pay gap of 11.0% is below those determined for Education nationally (provisional 2023: 14.6%; final 2022: 15.0%) and for Education in the South East of England (provisional 2023: 14.1%; final 2022: 16.3%).

College's approach to gender pay gap management

The College's approach to gender pay gap management continues to adhere to the following fundamental principles of equality which we hope demonstrates with integrity to our staff and pupils the values we wish to see embedded not just in our culture at the College but that of wider society:

- i) All staff should be treated equally in their terms and conditions of employment where they are employed to do work that is the same or broadly similar, of equal value in terms of effort, skill or decision making or rated as equivalent; and
- ii) The best person should be appointed to any role.

We believe (and we educate our pupils to recognise) that these basic principles of equality and meritocracy should be true irrespective of not just whether individuals are male, female or do not identify with either gender but also irrespective of any other characteristic that should be irrelevant to a particular role which could be race, sexual orientation, faith (Chaplain aside) and so on.

The College recognises its obligation through education to try to address inappropriate structural differences that may be in the current workforce. Specifically, we endeavour to ensure that our pupils, irrespective of gender (and other protected characteristics) are equally encouraged to: consider all possible future career options; take positions of leadership and responsibility; learn to overcome their fears; develop their abilities to succeed in the world of work through public speaking, business planning and teamwork; develop creativity through the arts; embrace the curiosity that leads to scientific advancement; explore humanities; and develop humanitarian and community responsibility.

Further, to try to improve the variety of teachers in the Education Sector as a whole, the College runs three internship programmes seeking to address notable gaps that exist in the sector – aiming to encourage: i) female teachers for STEM subjects; ii) male teachers for primary settings; and iii) teachers from black, Asian and minority ethnic backgrounds. These programmes have already attracted new individuals to enter the profession. We are hopeful this initiative will continue to help to populate some of the gender-related and other gaps that exist in the UK's education sector.

We believe the College's approach is fair to existing and potential staff and our initiatives will continue to address identified gaps in the sector (including the gender-related gaps seen in the sector statistics above). Our hope is that any gender pay gap that exists in subsequent generations of the workforce (in whichever direction that may be) exists because it is a true reflection only of the individual choices of those who comprise that workforce.

Governance

The College's commitment to ensuring it is reflective of society as a whole is mirrored by appointments to the governing body and governing committees: for example, the College currently has both male and female governors occupying key positions that consider major aspects of the College's life including: education, nominations and governance, safeguarding, boarding, Prep (including Pre-Prep and Nursery), risk, and compliance. We are grateful to the members of the governing body, all of whom give their time freely and generously to help the College deliver its outstanding education and pastoral care.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joan Deslandes

Governor

5 March 2024