

Gender Pay Gap Report 2018

Background to gender pay gap reporting

From 2017, any UK organisation employing 250 or more employees has to 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 to 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 2018, when the full-pay relevant employees comprised 445 staff members, 203 of whom were male and 242 were female.

College information

The College’s full statistics are as follows:

Mean gender pay gap	19.6%
Median gender pay gap	16.2%
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	47.7% (53)	52.3% (58)
Lower middle quartile	35.1% (39)	64.9% (72)
Upper middle quartile	34.2% (38)	65.8% (73)
Uppermost quartile	65.2% (73)	34.8% (39)

Ancillary information

It may be of interest to note that the mean gender pay gap for administrative and support staff is 0.0% - male and female mean average pay was identical. Further the median gender pay gap for administrative and support staff is negative 20% - the median pay for female administrative and support staff at April 2018 exceeded that of the male staff. The mean and median pay gaps that existed in April 2018 for the whole College were therefore due to the relative weighting and seniority of male and female teaching staff.

Initiatives to close the gender pay gap

Insofar as gaps exist other than as a result of reflecting the personal choices of employees, it is the desire of the College that the gender pay gap should reduce and initiatives are in place to evaluate how best to achieve this. The structural differences that currently exist in society and the relative weighting of male and female teachers in certain subjects means there are a number of influences that affect the College's ability to do this. Key to delivering the best education is the employment of the best teacher for a role. At a time when good science teachers are in short supply with associated salary pressure (the government is launching an initiative to reward and retain STEM focused teachers) and at a time when there are more male than female science teachers, it will naturally be the case that external factors will influence the pay gap and its ability to be reduced.

Having said this, since April 2018, the date when the above statistics were measured, four senior posts previously held by men are now held by women: Bursar; Head of Outreach and Partnerships; Director of Schools; and Head of Sixth Form and a woman has been appointed to be one of the two Deputy Chief Executives of the Group. The first two of these are in place for April 2019 – so will impact on next year's gap. The others come into effect in September 2019.

At this point (March 2019), there are an equal number of males and females in the two teams that drive the Senior School (the College and Support staff management teams) and a greater percentage of females on the Prep, Pre-Prep and Nursery management teams – including a new appointment of a female senior deputy head.

All of these appointments have been on ability, experience and merit and these remain the most important drivers for recruitment and reward.

During Trinity Term 2019, the College's female Deputy Chief Executive designate will be on sabbatical and exploring what methods European countries similar to the UK and with lower pay gaps have implemented to determine if there are methods in addition to the College's existing ones that might be adopted here. She is setting up a working group to draw up a strategy for narrowing the pay gap in the medium term, building on the above steps taken since April 2018.

Similarly, our commitment to ensuring that the College is reflective of society as a whole is mirrored by appointments to the governing body and governing committees and the College currently has female governors occupying key positions overseeing major aspects of the College's life including: education, safeguarding, boarding, Prep, Pre-Prep and Nursery, risk and compliance.

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 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.

We hope our approach will help achieve a more acceptable future where any gender pay gap that exists in subsequent generations of the workforce (in whichever direction that may be) is there because it is a true reflection only of the individual choices of those who comprise that workforce.

Declaration

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

Liz Savage

Governor