



Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six standardised calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees' data.

These results can be used to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

The challenge in the College and across the UK is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We undertake this by using our HR and payroll records. All employees can confirm and update their records if they choose to by contacting the Human Resources Department.

Gender Pay Gap Results for 2021

The College's gender pay gap data is calculated for those employees in the workforce on 5 April 2021. It is based on their pay for the academic year 2020-21. Given the nature of work at the College – with most staff working only during term times but paid equally over 12 months, and others working all-year-round – we do not consider it appropriate to calculate the data using a shorter pay period since to do so would not produce consistent or directly comparable data.

On 5 April 2021 there were 437 Relevant Employees within the College workforce: 241 Females (55.1%) and 196 Males (44.9%).

Pay Gap

In 2021 our mean gender pay gap was **6.2%** and our median gender pay gap was **2.1%**. This compares to a 15.4% overall mean difference in the UK.

The table below details our results by year.

	2017	2018	2020	2021
Mean gender pay gap	9.0%	8.0%	3.7%	6.2%
Median gender pay gap	5.0%	2.1%	-1.2%	2.1%

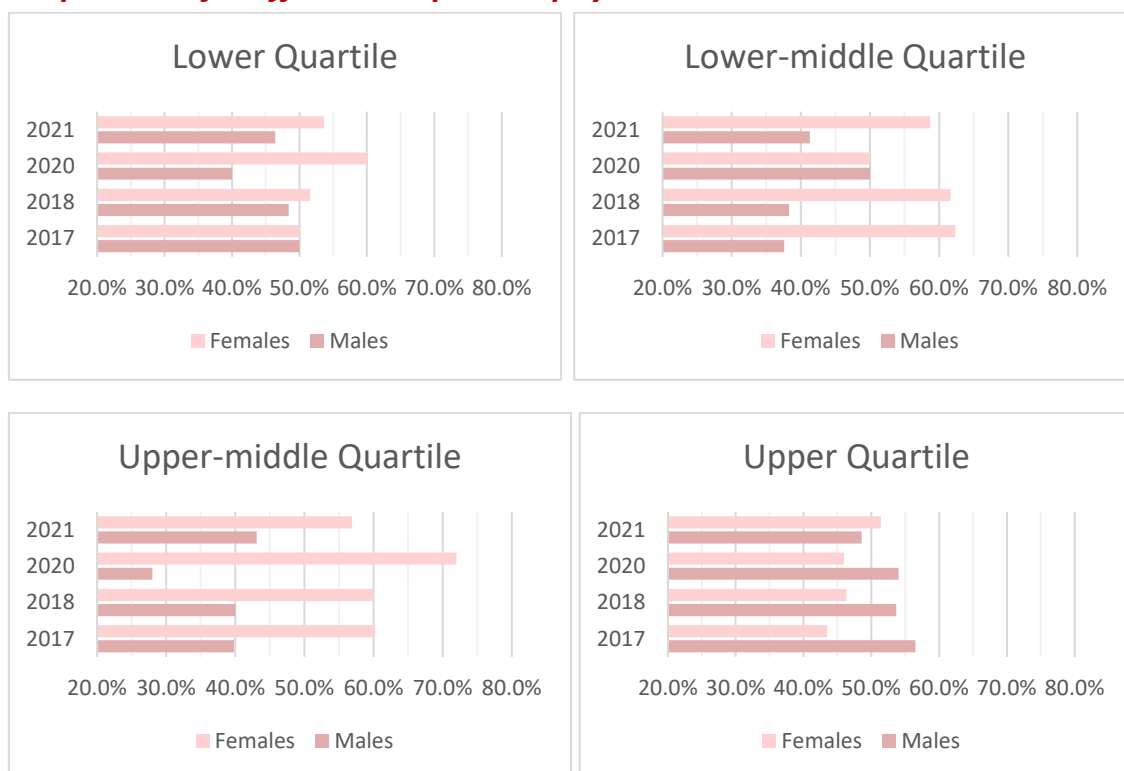
In common with other establishments the College did not record results for 2019, due to the worldwide pandemic. In 2020 our results showed a substantially lower gender pay gap compared to other years; this was principally due to the fact that members of the senior leadership team, who were the staff with the highest salaries and a majority of whom were male, took voluntary pay reductions and had not therefore been included in the average earning statistics. Additionally, staff who had been furloughed were excluded from the data and consequently, the pay gap results for 2020 cannot be considered typical and should not be compared to other years.

The 2021 result shows a 1.8% improvement on the 2018 mean gender pay gap, with the 2021 median gender pay gap remaining in line, at 2.1%, with the figure in 2018.

Our Pay Quartiles

Our pay quartiles in 2021 do show that, for the first time, there were more females than males in the Upper Quartile – including 67% of Housemasters/mistresses, 57% of Heads of Year and 52% of Heads of Department roles carried out by female staff. This contributes towards a lower median gender pay gap. However, there has been little change to the Senior Leadership Team, with a greater number of males together with a greater number of females than males in the Lower Middle and Lower Quartiles, the mean gender pay gap is 6.2%.

Proportion of staff in each quartile pay band



Bonus Pay Gap

The College does not operate a formal bonus scheme. However, non-contractual bonuses were awarded in September 2020 to 15 individuals to recognise exceptional performance during the pandemic.

	2017	2018	2020	2021
Mean bonus gender pay gap	79.2%	73.8%	29.3%	64.2%
Median bonus gender pay gap	79.2%	31.5%	11.3%	83.3%
Proportion of males receiving a bonus payment	0.6%	8.1%	32.8%	4.1%
Proportion of females receiving a bonus payment	0.6%	8.9%	22.9%	2.9%

Summary

Our mean gender pay gap at the College is **6.2%** and the median gender pay gap is **2.1%**. These results confirm that the College compares favourably to the UK pay gap of 15.4 % in 2021 and a pay gap of 26% in the education sector. To date only one local independent school has published their results at a mean gender pay gap of 16%. We will continue to compare our results as they become available.

At the College we provide Flexible Working policies and opportunities for Hybrid Working, which encourages both male and female employees to discuss flexible working arrangements that support home life commitments and will not inhibit career progression. Equality, diversity and inclusion are a key features of our staff professional development programme and reflect our zero-tolerance approach to gender bias and promotion of equal opportunity. We have robust and consistently applied policies and procedures relating to equality, as well as rigorous oversight by the Human Resources team at the College to ensure there is no gender bias in any recruitment, selection, pay award or career promotion process.

To further address the gap the College will continually review our processes and improve and develop as appropriate. We will also offer opportunity for all leaders and aspiring leaders to attend leadership development programmes and offer mentoring and coaching opportunities to encourage women to explore their leadership potential. We will review our approach to awarding bonuses. We will also consult with the Staff Forum to agree a further action plan. Additionally, we will seek to secure external research resource to work with us to gain greater insight into actual and perceived barriers to and options for enhancing career development opportunities for females.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay

