

Haberdashers' Monmouth Schools (William Jones's Schools Foundation)

Gender Pay Gap Report 2017

As an employer of more than 250 staff, Haberdashers' Monmouth Schools (The Foundation) is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations to show the difference between the average earnings of men and women employed by our organisation. It is important to note that the pay gap is not the same as equal pay, which has been a legal requirement since 1970, and to which the schools are fully committed. The report is published on the Government's website, and our own website.

The Gender Pay Gap data supplied is correct for all employees in post on 5th April 2017. On that date there were 553 relevant employees in receipt of full pay (i.e. the analysis excludes employees in receipt of certain types of reduced pay, such as sick pay or maternity pay).

The figures set out below have been established using the standard calculations required by the Regulations.

Pay Relevant Employees Employed on Snapshot Date	Male		Female		Total
	Number	%	Number	%	Number
	194	35.08%	359	64.92%	553
Pay Quartiles	Male		Female		Total
	Number	%	Number	%	Number
Upper Quartile	60	43.48%	78	56.52%	138
Upper Middle Quartile	53	38.41%	85	61.59%	138
Lower Middle Quartile	65	47.10%	73	52.90%	138
Lower Quartile	16	11.51%	123	88.49%	139
Total	194		359		553
Pay	Male		Female		Pay Gap
Mean Hourly Rate	15.00		12.16		18.96%
Median Hourly Rate	13.93		9.16		34.27%
Bonus Pay	Male		Female		Total
	Number	%	Number	%	Number
Staff in receipt of Bonus Pay in year to April 2017	5	2.30%	4	1.01%	9
Bonus Pay	Male		Female		Bonus Gap
Mean Bonus Pay	1,600		3,750		-134.38%
Median Bonus Pay	1,000		4,250		-325.00%

Basic Rates of Pay

The median pay gap difference of 34.27% reveals that, overall, female employees have lower pay than male employees. A significant determining factor in our pay gap is that, while the schools pay at least the National Living Wage to all employees, our domestic roles (including catering assistants and

cleaners, for example) are almost always undertaken by female workers, many of whom have flexible working arrangements. The Gender Pay Gap is as a result, therefore, not of unequal pay, but of the roles in which men and women are employed and the salaries these roles attract.

The Foundation is committed to the principle of equal opportunities and equal treatment for all employees. As an organisation, it has always worked hard to ensure that it does not pay men and women differently for doing the same or equivalent work.

Summary

The Foundation has a good balance across the male/female split in three out of the four quartiles which contain our professional and technical support services and teaching staff. We see the largest differentials within the first lower quartile which contains all of our domestic assistants. The Foundation remains committed to monitoring and reducing the gap wherever possible, whilst also recognising that it has no direct control over the gender of applicants for particular job types or an individual's career choices.

The Foundation is also mindful of its obligations as a school and a charity and the necessary limits on the budget each year that it can assign to salaries. Current focus must be targeted at National Living Wage requirements and maintaining appropriate differentials within the lower pay bands. One-off bonus payments will continue to be limited to the provision of key achievements over and above normal delivery of the role.

I confirm the data reported is accurate.

A handwritten signature in black ink that reads "Tessa Norgrove". The signature is written in a cursive, flowing style.

Tessa Norgrove
Foundation Bursar
January 2018