

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

### Gender Pay Gap Report 2018

As an employer 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 that show the difference between the average earnings of men and women in our organisation. The Gender Pay Gap data supplied is correct for all employees in post on 5<sup>th</sup> April 2018. On that date there were 549 relevant and full-pay employees.

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
	192	34.97%	357	65.03%	549
Pay Quartiles	Male		Female		Total
	Number	%	Number	%	Number
Upper Quartile	61	44.53%	76	55.47%	137
Upper Middle Quartile	50	36.50%	87	63.50%	137
Lower Middle Quartile	60	43.80%	77	56.20%	137
Lower Quartile	21	15.22%	117	84.78%	138
Total	192		357		549
Pay	Male		Female		Pay Gap
Mean Hourly Rate	15.23		12.73		16.41%
Median Hourly Rate	13.83		9.16		33.77%
Bonus Pay	Male		Female		Total
	Number	%	Number	%	Number
Staff in receipt of Bonus Pay in year to April 2018	1	0.52%	0	0.00%	1
Bonus Pay	Male		Female		Bonus Gap
Mean Bonus Pay	2,500		0		100.00%
Median Bonus Pay	2,500		0		100.00%

#### Basic Rates of Pay

The median figure of 33.77% reveals that overall female employees have lower pay than male employees. It is important to note however that the Schools' figures are distorted by the fact that the majority of lower paid roles such as cleaners and catering assistants are females who also mainly work on a part time basis. The Gender Pay Gap is as a result, not of unequal pay, but of the roles which men and women are employed in and the salaries these roles attract.

The Foundation is committed to the principle of equal opportunities and equal treatment for all employees. To support this goal the Foundation has undertaken over the last two years a major review of its pay policies to ensure that there is a clear, consistent and non-discriminatory pay policy for its entire staff. Teaching staff are remunerated through Teaching Pay Scales and Responsibility Bands that reward them for their professionalism and wider contributions to the Schools, along with their level of experience. Non-teaching staff are remunerated through Support Staff Pay Bands that reflect the value and the complexity of the work undertaken. The transparent pay policies that have been put in place ensure that male and female employees are treated equally on appointment and throughout their careers in the Schools.

### **Bonus Payments**

The Foundation does not have a bonus culture. From time to time one-off payments are made in recognition of some exceptional work or project completed that has significantly contributed to the delivery of a key area of the operation. In the reporting year to 5<sup>th</sup> April 2018 one exceptional bonus payment was given to a member of staff.

### **Summary**

The Foundation has a good balance across the male/female split in the three upper quartiles which contain our technical support services and teaching staff. An average of 58% of our staff in these quartiles are female and this is reflected in the makeup of our Senior Academic Management Team which is 53% female and our current Support Staff Management Team which is 62.5% female.

As in 2017 we see the largest differentials within the first lower quartile which contains all of our domestic assistants. Whilst it recognises that it has no direct control over the gender of applicants for particular job types or an individual's career choices, the Foundation remains committed to monitoring and reducing the gap wherever possible and is pleased to note, that despite low turnover in staff, in 2018 the mean gender pay gap reflected an improvement of 0.5% and the median gender pay gap reflected an improvement of 2.55%.

I confirm the data reported is accurate.



Tessa Norgrove

Foundation Bursar