

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

### Gender Pay Gap Report 2020

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 2020. On that date there were 247 relevant and full-pay employees. The Foundation is reporting on 291 fewer staff than last year due to the COVID-19 pandemic. The Schools were required to close during the first national lock down that commenced in March 2020 and claimed support through the Coronavirus Job Retention Scheme. This means that many of our staff were on furloughed leave and paid less than their usual basic pay at the snapshot date and are therefore not included in the figures set out below which have been established using the standard calculations required by the Regulations.

Pay Relevant Employees Employed on Snapshot Date	Male		Female		Total
	Number	%	Number	%	Number
	102	41.30%	145	58.70%	247
Pay Quartiles	Male		Female		Total
	Number	%	Number	%	Number
Upper Quartile	29	47.54%	32	52.46%	61
Upper Middle Quartile	25	40.32%	37	59.68%	62
Lower Middle Quartile	21	33.87%	41	66.13%	62
Lower Quartile	27	43.55%	35	56.45%	62
Total	102		145		247
Pay	Male		Female		Pay Gap
Mean Hourly Rate	20.71		19.28		6.92%
Median Hourly Rate	20.02		19.54		2.40%
Bonus Pay	Male		Female		Total
	Number	%	Number	%	Number
Staff in receipt of Bonus Pay in year to April 2019	1	0.51%	1	0.26%	2
Bonus Pay	Male		Female		Bonus Gap
Mean Bonus Pay	3,000		5,000		-66.67%
Median Bonus Pay	3,000		5,000		-66.67%

#### Basic Rates of Pay

The median pay gap of 2.4% reveals that overall female employees have lower pay than male employees. This is a small pay gap that is over 25% better than the 27.42% gap reported in April 2019.

Most of our furloughed staff were non-teaching support staff who provide our cleaning, catering, and maintenance services not required during school closure periods. The Foundation's figures have in the past been distorted by the fact that most lower paid roles such as cleaners and catering assistants are females who also mainly work on a part time basis. The current pay gap which reflects only a very small difference demonstrates that our previously reported Gender Pay Gap figures were 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 remains committed to the principle of equal opportunities and equal treatment for all employees. To support this goal the Foundation continues to review 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**

Bonus payments are discretionary payments given on top of regular pay 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 2020 a total of 2 one-off payments were made to staff members.

### **Summary**

The Foundation has a good balance across the male/female split in all quartiles which contain our technical support services and teaching staff. An average of 58.7% of our pay relevant staff are female and this is reflected in the makeup of our Senior Academic Management Team which is 46% female and our current Support Staff Management Team which is 73% female.

April 2020 proved to be the start of an unprecedented and difficult year for all businesses. The Foundation recognises that the Coronavirus Job Retention Scheme, which provided much needed support, has contributed to the improvement of 7.7% in the mean gender pay gap and the improvement of 25% in the median gender pay gap reported for April 2020 and remains committed to monitoring and reducing the gap wherever possible.

I confirm the data reported is accurate.



Tessa Norgrove

Foundation Bursar