



## **Brentwood School**

### **GENDER PAY REPORTING 2018**

**1. Mean Hourly Rate Gender Pay Gap                    16.94% (2017 19.53%)**

**2. Median Hourly Rate Gender Pay Gap                21.35% (2017 26.58%)**

**3. Gender Quartile Percentages**

**Upper Quartile**

Proportion of Males is    62% (2017 63%)

Proportion of Females is 38% (2017 37%)

**Upper Middle Quartile**

Proportion of Males is    38% (2017 36%)

Proportion of Females is 62% (2017 64%)

**Lower Middle Quartile**

Proportion of Males is    31% (2017 32%)

Proportion of Females is 69% (2017 68%)

**Lower Quartile**

Proportion of Males is    36% (2017 37%)

Proportion of Females is 64% (2017 63%)

### **Commentary for Publication**

1. The mean and median gender pay gaps have reduced over the last year, due to the continuing increase in female appointments to senior positions with management responsibilities in both teaching and support staff roles.
2. We are satisfied that we pay the same rate for the same role regardless of gender.
3. For Teachers, the Mean Hourly Gender Pay Gap is 6% and the Median Hourly Pay Gap is 3%.
4. Teaching Staff, regardless of gender, are paid accordingly to a formal Salary Scale. Upon qualification, teachers achieve an automatic increase to point 6 of the scale, subject to satisfactory development. Further progression is subject to performance including meeting professional standards.
5. For Teaching Support Staff, the Mean Hourly Gender Pay Gap is 9% and the Median Hourly Pay Gap is 0%.
6. For Support Staff, the Mean Hourly Gender Pay Gap is 7% and the Median Hourly Pay Gap is -6%.
7. Support Staff roles are paid at an hourly rate appropriate to the evaluation of the role. These are benchmarked against the market, regardless of gender.
8. The gap in the overall mean and median figures can be explained by the fact that those roles attracting the lower hourly rates include domestic and supervision. These roles tend to attract predominantly female applicants, partly because such term time roles allow flexibility for those who are the main child carer.

Similarly, the Lower Middle Quartile includes administrative and teaching support roles which, as term time only contracts, traditionally attract far more female applicants.

9. The nominal Christmas bonus has been excluded from the figures as it is not related to performance.

*Prepared by Sarah Carswell, Finance Director and Sandra Morgan, Accountant  
February 2019*

Reviewed by the Governors' Terms and Conditions Sub-Committee on 26<sup>th</sup> February 2019 and the Governing Body on 16<sup>h</sup> March 2019

Signed by the Chairman of Governors, Sir Michael Snyder

Signed \_\_\_\_\_

