

Uppingham School

Gender Pay Gap Report 2018

Uppingham School believes in being an inclusive and diverse organisation in which anyone can reach their full potential. We are confident that men and women are paid equally for the same work across the School.

A. Pay and Bonus Gap between Men and Women

The table below shows our mean and median hourly gender pay gap at the snapshot date (5 April 2018) and bonus gap in the 12 months reference period to 5 April 2018. 2017 data is also incorporated by way of comparison.

	Mean (2018)	Median (2018)	Mean (2017)	Median (2017)
Hourly pay	35.0%*	53.5%*	32.6%*	49.5%*
Bonus	24.4%**	0%	18.3%**	0.0%

*Lower for women
**Higher for women

Our analysis of our gender pay gap shows that it is largely driven by two key factors:

- 1) there are more men in senior higher-paid roles;
- 2) the number of part-time opportunities in lower paid roles, which are mainly filled by women.

When we adjust for these factors our mean and median pay gaps drop to 9.8% and 21.2% respectively.

B. Pay quartiles

The table below illustrates the gender distribution across Uppingham School in four equally sized quartiles.

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	9.8%	35.5%	47.2%	62.6%
Women	90.2%	64.5%	52.8%	37.4%

When we adjust for the same two key factors noted above, the adjusted pay quartiles are as follows:

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	40.7%	45.7%	43.9%	56.8%
Women	59.3%	54.3%	56.1%	43.2%

C. Proportion of employees receiving a bonus

Bonuses for exceptional performance are paid to a small number of employees, such that analysis of the gap would not be meaningful:

	Proportion
Men	11.0%
Women	2.3%

D. Actions to address the gender pay gap

Uppingham's Plan

Uppingham School is committed to addressing the gender pay gap and is approaching this in a number of ways including reviewing recruitment processes; flexible working arrangements; and decisions around our annual performance, pay scales and pay awards.

We recognise, however, that many of the issues driving pay gaps require a longer-term view. Since the arrival of the new HR Director and the creation of the People Strategy, we are undertaking a review of all aspects of HR and this will include creating an evidence base to identify any barriers to gender equality and inform priorities for action, introducing gender monitoring to understand:

1. The proportions of men and women applying for jobs and being recruited
2. The proportions of men and women applying for and obtaining promotions
3. The proportions of men and women leaving the organisation and their reasons for leaving
4. The numbers of men and women in each role and pay band
5. Take-up of flexible working arrangements by gender and level within the organisation
6. The proportion of men and women who return to their original job after a period of maternity or other parental leave
7. The proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave
8. Reviewing traditional male/female role divisions, the lack of female representation at senior levels and why women tend to work in lower paid roles
9. Reviewing our recruitment processes to ensure there is no unconscious bias

10. Teaching staff have been informed that a new salary scale will be developed and incepted by 2020. The new academic pay scale will include competency-based performance measures and pay bandings rather than length of service. This new pay scale should, over time, reduce the gender pay gap among higher paid academic staff.

Our ultimate aim is to attract, retain and develop a workforce that is flexible, diverse and inclusive and delivers excellence in all aspects of Uppingham's operations.

Supporting Statement

I confirm that the above information has been prepared from payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Uppingham School.

Barbara Matthews
Chair of Trustees