



View of Sherborne School and Sherborne Abbey

Gender Pay Gap Report

April 2022

SHERBORNE



Gender pay gap calculations are based on payroll data drawn on 5 April 2022 (the “snapshot” date). As an employer with a headcount of 250 or more, the Sherborne Schools Group (Sherborne School and Sherborne Preparatory School) is required to annually report and publish specific information about our gender pay gap. As at the “snapshot” date the Schools had 468 eligible employees (2021: 460).

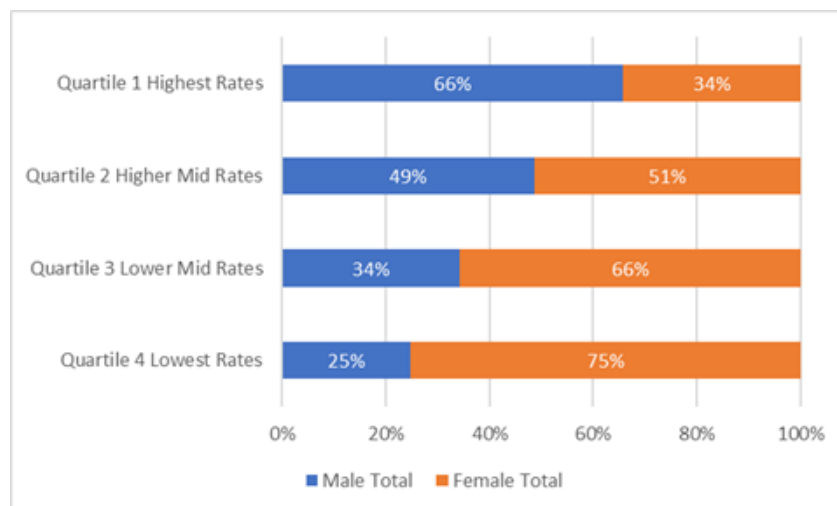
Headline Gender Pay Gap information

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive as of 5 April 2022.

The **mean pay gap** is the difference between average hourly earnings between men and women. Across the Sherborne Group, for those working on the “snapshot” day, women earned 28.9% less than men (2021 = 31.8%; 2020 = 10.8%; 2019 = 25.3%).

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. Across the Sherborne Group the midpoint is 46.9% less for women than men (2021 = 47.1%; 2020 = 13.4%; 2019 = 44.0%).

The proportion of male and female staff in each pay quartile is presented in Figure One. This chart shows the gender split between men and women when hourly pay is ordered from highest to lowest in four equal (n=117/468) quartiles as of 5 April 2022.



The most significant variation cf. 2021 is the proportion of women in Quartile 1 (Highest Rates) having improved from 28% to 34% (the base of Quartile 1 being drawn at £24.97 per hour – equating to a full-time salary of £52,073 p.a.). Further progress is expected in 2023 as a result of recruitment activity (following restructure of the Bursary Management Team).

Bonus payments and the proportion of male and female employees receiving a bonus payment.

Bonuses are not routinely paid within the Group. Exceptions were made for two staff (0/203 male and 2/265 female) with 0% of male employees and 0.75% of female receiving a bonus payment.

The mean and median bonus gaps (between the average/midpoint of bonuses paid to men and women) in the absence of an award being made to a male member of staff were both 100%.

Meaningful comparison was not possible in last year's report due to the census date falling within the period in which the Coronavirus Job Retention Scheme was in force (and hence many staff furloughed). Similarly, comparison to pre-COVID analyses for the Group is complicated by the inclusion of SPS staff, following merger in April 2021.

Taking, therefore, the 2021 data as the "new" baseline for the Group the following can be noted:

- the proportion of women in Quartile 1 (Highest Rates) has improved from 28% to 34%;
- the two bonus awards made in 2022 were both to female members of staff;
- the mean pay for women rose 7.6% (from £14.41 to £15.51) in 2022 (cf. 3.8% for men);
- total staff numbers rose by eight – all women.

Why we have a gender pay gap

As previously reported, the prime reason for a gender gap is a) the imbalance of male and female staff across the organisation; b) that there are fewer women in leadership and senior teaching roles than men; and that c) there is a higher proportion of women to men in the lower paid roles many of which are term-time only and which nearly always only attract women (though it should be noted that this group benefitted disproportionately through the Group's decision to follow the Real Living Wage for staff) .

What we are doing to address the pay gap

The Sherborne Group's recruitment and pay policies and procedures are designed to achieve equality of opportunity and fairness for all. Teaching staff are paid in accordance with a teaching scale. Pay for support staff roles is based on job evaluation and is regularly reviewed against national and local benchmarks to ensure that pay appropriately reflects the value and complexity of the work undertaken. Changes within the last few years to the teaching scales and to the basis for calculating some support staff pay, both of which were implemented to achieve equal pay for the same job, means that a small number of staff, which includes both men and women, are paid in accordance with historic pay rates. Each year the number of staff to whom this applies decreases. The establishment of a standardised pay scale for academic staff at SPS and, over time, the continued transfer of SPS support staff to SS contracts will also help to address the imbalance.