



View of Sherborne School and Sherborne Abbey

Gender Pay Gap Report

April 2023



SHERBORNE

Gender pay gap calculations are based on payroll data drawn on 5 April 2023 (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 499 eligible employees (2022: 468).

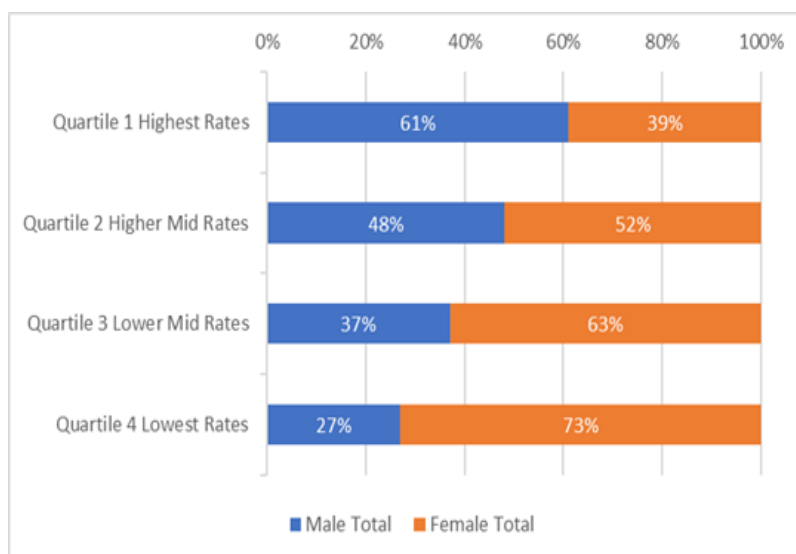
Headline Gender Pay Gap information

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 2023.

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 23.3% less than men (2022 = 28.9%; 2021 = 31.8%).

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 40.9% less for women than men (2022 = 46.9%; 2021 = 47.1%).

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=125/499) quartiles as of 5 April 2023.



The most significant variation cf. 2022 is the proportion of women in Quartile 1 (Highest Rates) having improved from 34% to 39% (on the back of a 6% improvement the previous year, from 28%) (the base of Quartile 1 being drawn at £25.47 per hour – equating to a full-time salary of £53,115 p.a.). the most significant contributor to this improvement since the last report has been the recruitment of several woman into senior roles within the Bursary Management Team such as the posts of Operations Bursar and Commercial Director).

Bonus payments and the proportion of male and female employees receiving a bonus payment. Bonuses were not paid within the Group in this reporting year, therefore the **mean and median bonus gaps** (between the average / midpoint of bonuses paid to men and women) in the absence of any awards being made were both 0%.

After two years of reporting where any assessment of improvement has been complicated by the differential effects of furlough to staff employed at the respective census dates, the 2023 data can be meaningfully compared to the prior year.

Therefore, comparing the 2023 position to the prior year the following can be noted:

- the proportion of women in Quartile 1 (Highest Rates) has improved from 34% to 39% (and up from 28% in 2021).
- the mean pay for women rose 8.1% (from £15.51 to £16.77) in 2023, following a 7.6% rise in 2022 (cf. 0.3% mean rise for men), this is considered largely to be a function of the School choosing to continue to follow the Real Living Wage increases for a further year, and more lower paid roles (mostly held by women) coming in scope of those increases.
- of the 31 additional staff employed as at the census date cf. 2022, 19 (61%) are female.

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 remain 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.