



View of Sherborne School and Sherborne Abbey

Gender Pay Gap Report

April 2024



SHERBORNE
BOYS

Gender pay gap calculations are based on payroll data drawn on 5 April 2024 (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 496 eligible employees (2023: 499).

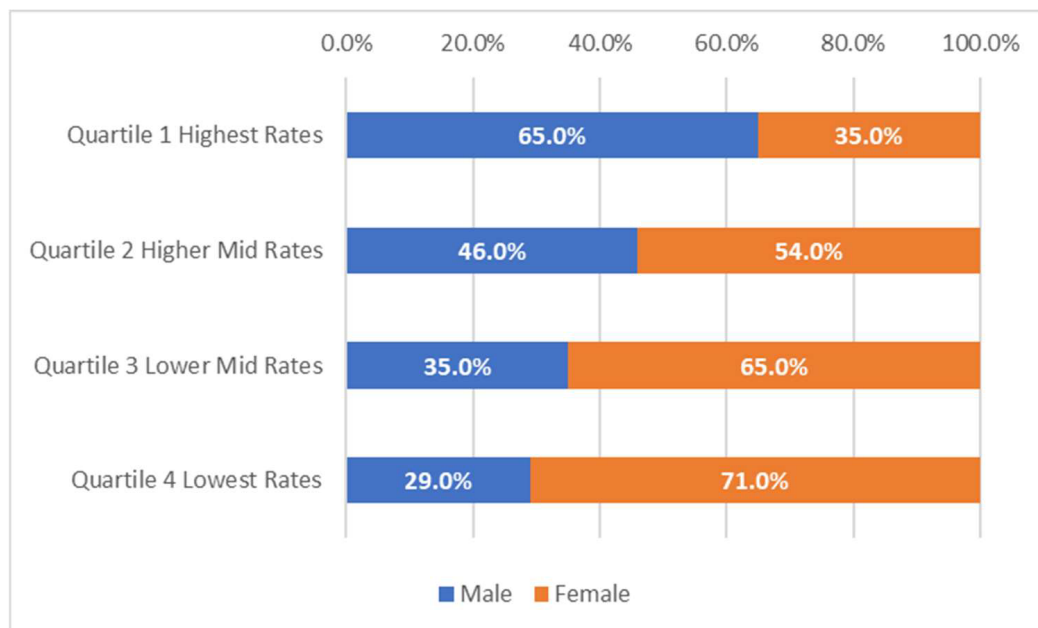
Headline Gender Pay Gap information

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 2024.

The **mean pay gap** is the difference between average hourly earnings between men and women. Across the Sherborne School Group, for those working on the “snapshot” day, women earned 24% less than men (2023 = 23.3%; 2022 = 28.9%).

The **median pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. Across the Sherborne Schools Group the midpoint is 40.9% less for women than men (2023 = 40.9%; 2022 = 46.9%).

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=124/496) quartiles as of 5 April 2024.



The most significant variation cf. 2023 is the proportion of women in Quartile 1 (Highest Rates) which has worsened from 39% to 35% (2022: 34%) - the base of Quartile 1 being drawn at £26.23 per hour – equating to a full-time salary of £54,708 p.a.).

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%.

Comparing the 2023 position to the prior year the following can be noted:

- the proportion of women in Quartile 1 (Highest Rates) has worsened from 39% to 35%.
- the mean pay for women rose 2.6% (from £16.77 to £17.21/hr) in 2024, following a 8.1% rise in 2023 (cf. 3.5% mean rise for men). This differential is considered largely to be a function of the higher proportion of men in Quartile 4 (Lowest Rates) relative to 2023 that benefitted from the significant rise in Real Living Wage for the year.
- of the 496 staff employed as at the census date 217 were male (down two) and 279 female (up five) cf. 2023.

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.