

Clayesmore School

Gender Pay Gap Report April 2018



Introduction

This report contains Clayesmore School's statutory disclosure of the gender pay gap for the employees of the school.

All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in pay between men and women on both a median basis (pay per hour based on the person 'in the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile and percentages of staff receiving bonuses by gender and the gender pay gap on bonuses.

The staff at Clayesmore are made up of 35% men and 65% women.

The difference in the mean pay of full pay men and women

| | |
|------------------------------------|--|
| 4.01% (11.8% in the previous year) | This shows our mean hourly gender pay gap as at the snapshot date (5 April 2018) |
|------------------------------------|--|

The difference in the median pay of full pay men and women

| | |
|--------------------------------------|--|
| 15.52% (17.85% in the previous year) | This shows our median hourly gender pay gap as at the snapshot date (5 April 2018) |
|--------------------------------------|--|

The difference in the mean bonus pay of men and women

| | |
|----------------|--------------------------------|
| Not applicable | We do not pay bonuses to staff |
|----------------|--------------------------------|

The difference in the median bonus pay of men and women

| | |
|----------------|--------------------------------|
| Not applicable | We do not pay bonuses to staff |
|----------------|--------------------------------|

The proportion of men and women who received bonus pay

| | |
|----------------|--------------------------------|
| Not applicable | We do not pay bonuses to staff |
|----------------|--------------------------------|

The proportion of full pay men and women in each of four quartile pay bands

| | | | | | |
|-------|----------------|-----------------------|-----------------------|----------------|---|
| | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile | This shows the gender distribution across Clayesmore School in four equally sized quartiles |
| Women | 67.03 | 71.11 | 62.22 | 57.78 | |
| Men | 32.97 | 28.89 | 37.78 | 42.22 | |

The above figures have been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

The following statement accompanies our data

Whilst we are pleased that we currently sit below the national average and we have seen a significant reduction in the mean difference from April 2017, we feel that there are some further steps that can be taken to reduce the gender pay gap further and achieve a broader gender balance across our staff. We will be working on this by undertaking the following :

- A review of our recruitment and selection policy
- Providing our recruiting managers with appropriate training to ensure a robust recruitment and selection process and removal of unconscious bias
- A review of the pay and allowance structures for teaching and support staff
- Developing an inclusive culture and workplace enabling all staff to reach their potential through promotion of learning and development opportunities, career conversations, and coaching and mentoring

I confirm that the data reported is accurate



Amanda Hughes
Director of Finance and Operations

June 2018