

# Dauntsey's



## The Gender Pay Gap

Any organisation that has 250+ employees must publish and report six key metrics about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'. The School is required to publish its pay gap data and a written statement, on its public facing website and report its data online to Government via the gender pay gap reporting service. The figures must be calculated using a specific reference date; the 'snapshot' date is 05 April and using the mechanisms that are set out in the reporting legislation.

## The School's Employees

As at 05 April 2018, Dauntsey's employed 363 staff. This constituted 136 male staff and 227 female staff, employed on either a full time or part time basis.

## Breadth of roles

The tasks undertaken within the School are wide ranging and require very different skill sets. The breadth of roles is diverse, ranging from the Head Master and Senior Management Team through to a substantial number of male and female teachers and also embracing our support and domestic staff. This wide variation of role and responsibilities is, therefore, reflected in equally wide-ranging hourly rates of pay.

## Equal Opportunity and Equal pay

All Dauntsey's posts are advertised and applications are welcome from both males and females for all roles. All similar roles are remunerated at the same rate of pay, but may vary over time due to experience and length of service. All teaching staff are employed on a sliding pay scale according to experience and regardless of gender. Training is encouraged and available as required for the various roles across the whole School. Dauntsey's School is fully committed to equal opportunity employment.

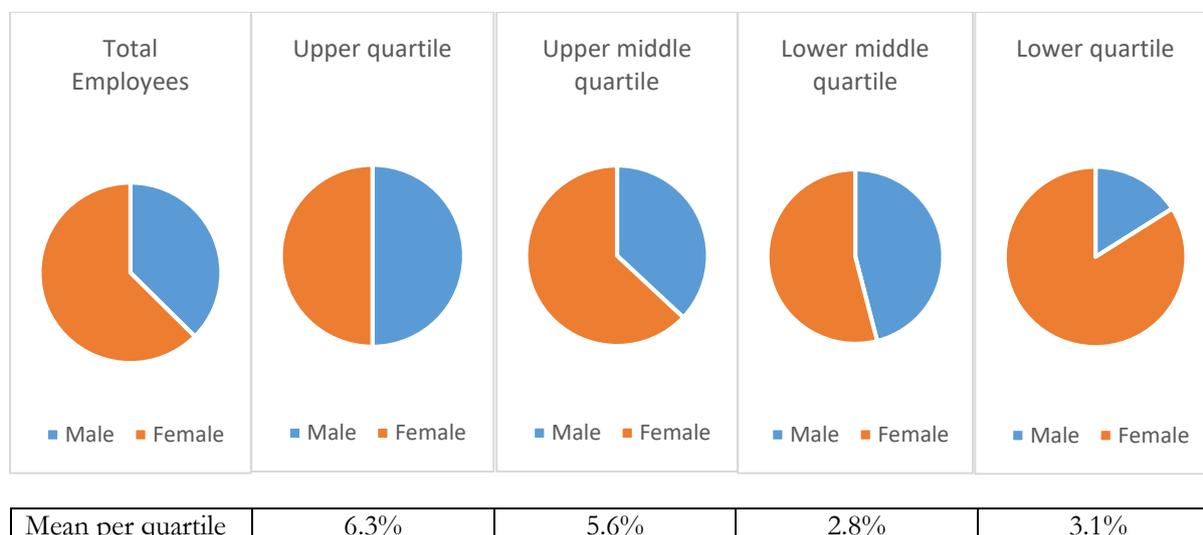
## The six key metrics for the Gender Pay Gap Report for 05 April 2018

		Male	Female
Number of Staff	363	136	227
1. Mean gender pay gap in hourly rate		22.3%	
2. Median gender pay gap in hourly rate		30.8%	
3. Mean bonus gender pay gap		n/a	n/a
4. Median bonus gender pay gap		n/a	n/a
5. Proportion of males and females receiving a bonus		n/a	n/a
6. Proportion of males and females in each pay quartile:	Upper	50%	50%
	Upper middle	37%	63%
	Lower middle	46%	54%
	Lower	16%	84%

The mean hourly pay rate for the 136 male employees is £20.00 and the mean hourly pay rate for the 227 females is £15.53. This results in a mean gender pay gap of 22.3%.

The median hourly pay rate for males is £16.20 and for females £11.22 which equates to a median gender pay gap of 30.8%.

### Explaining the gaps



The above images illustrate the gender distribution at Dauntsey's across four equally sized quartiles, each containing 91 staff.

The gender gaps can be explained by looking at the proportion of males and females in each pay quartile and recognizing the wide variety of jobs undertaken by the 363 employees in the School in April.

The upper quartile is equally distributed at 50% male and 50% female and mainly reflects the academic aspect of the School.

The upper middle quartile which shows 37% male and 63% female reflects a mix of academic and support staff jobs. This quartile shows a much higher % of females and reflects the roles within administration and boarding houses.

The lower middle quartile reflects a wide range of support staff jobs and is broadly in line at 46% male and 54% female representation.

The lower quartile mainly reflects the hourly paid domestic staff who are represented by 16% male and 84% female staff. These roles, which are mainly part time, continue to reflect the custom of being performed by females.

### Aim

The School is committed to ensuring the best possible environment for the children and young people in its care. Safeguarding and promoting the welfare of children and young people is our highest priority. The School aims to recruit staff that share and understand our commitment, and to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equality Act 2010. The Board of Governors will continue to ensure employees are rewarded according to their role and responsibilities and regardless of their gender.

**This report was endorsed by the Governors of Dauntsey's School 06 December 2018.**