



Gender Pay Gap Report 2018

Background

From 2017 onwards, legislation requires employers with 250 or more employees to publicly report on its gender pay gap in a number of different ways: the mean and median gender pay gap; the mean and median gender bonus gap; the proportion of men and women who received a bonus, and the number of men and women according to quartile pay bands.

The gender pay gap report shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male employees and that of female employees. The median gender pay gap is the difference between the median hourly rate of pay of male employees and that of female employees. The gender pay gap should not be confused with equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.

Our data

	Overall		Teaching		Non-Teaching		
The mean gender pay gap is	27.4%		4.4%		23.8%		
The median gender pay gap is	50.8%		10.7%		18.5%		
The mean bonus gender pay gap is	64.0%		0.0%		64.0%		
The median bonus gender pay gap is	64.0%		0.0%		64.0%		
The proportion of males receiving a bonus payment is	1.3%		0.0%		2.3%		
The proportion of females receiving a bonus payment is	0.4%		0.0%		0.5%		
The percentage of males and females in each quartile pay band is:	Female	Male	Female	Male	Female	Male	
Lower Quartile	80%	20%	48%	52%	85%	15%	
Lower Middle Quartile	64%	36%	50%	50%	64%	36%	
Upper Middle Quartile	53%	47%	46%	54%	69%	31%	
Upper Quartile	43%	57%	24%	76%	54%	46%	
Gender Profile	Proportion	60%	40%	42%	58%	68%	32%
	Actual Numbers	229	152	48	66	181	86
	Totals	381		114		267	

Commentary

There are a number of factors in this reporting period that have contributed to the changes in the figures reported. In addition to the changes in workforce composition triggered by labour turnover and internal moves, there has been one significant change that have affected the gender pay gap. The restructure of the School and the Foundation in September 2017, which included the TUPE transfer of staff, has increased the number of individuals that the organisation is required to include in its data, with a number of key individuals in the upper quartile.

In the same way as last year detailed analysis of the teaching and support sectors of the workforce indicates a complex picture.

Within the teaching body, both the mean and median pay gaps are below the national average gender pay gap, indicating a relatively small gender pay gap, however, there are fewer women from the teaching body in managerial positions in the upper quartiles.

In the support functions, there are two main factors that influence the figures. The lower quartile continues to be dominated by part time, term time and flexible working roles that appeal to those with family caring responsibilities outside of the workplace. Within society in general, it is women that bear the burden of family caring responsibilities and this heavily influences our statistics. The second factor is the significantly wider breadth of hourly rates across different roles.

As a combined picture, the key factors are the predominance of women working in roles clustered in the lower quartile and the gender imbalance at senior management level.

As the figures indicate, there is not a significant bonus culture in the organisation. The bonuses that were paid were in recognition of specific matters.

Actions

- Continue the commitment to reducing the gender pay gap;
- Continue to recruit the best person for every role, regardless of gender or other characteristic;
- Continue to commit to equal pay, regardless of gender or other characteristic;
- Seek to promote a better gender balance in senior management appointments;
- Promote family friendly policies to all;
- Ongoing monitoring of workforce composition;

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Christopher Steane

Treasurer and Chairman of the Council of Christ's Hospital