



ST BENEDICT'S SCHOOL

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Gender Pay Gap Statement 2020

The Government published new Regulations relating to Equality in the workplace which came into force on 6th April 2017. The regulations apply to all schools with 250 relevant employees on the relevant date. The relevant date this year is 5th April 2020. We are required to analyse and report on our Gender Pay Gap which involves calculating average rates of pay for our male and female employees.

Mean gender pay gap: 21.88% (prior year: 22.88%) (i.e. on average our female employees are paid 21.88% less per hour than our male employees)

Median Pay Gap: 25.48% (prior year: 32.28%) (there is a difference of 25.48% between the mid-points of the distributions of male pay and female pay)

Pay Quartiles:

Top Quartile: 52.78% Male 47.22% Female

Upper Middle Quartile: 38.89% Male 61.11% Female

Lower Middle Quartile: 29.17% Male 70.83% Female

Lower Quartile: 19.44% Male 80.56% Female

St Benedict's School is committed to providing a good working environment for all our staff and that includes ensuring staff receive a fair rate of pay for the work which they do. We review our salary bandings for our teaching staff on an annual basis and regularly benchmark pay for our support staff. We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our gender pay gap reflects the nature of our workforce. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 5th April 2020.

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