

## Gender Pay Gap Report

As an employer with more than 250 employees, St Edward's School is required by law to publish annual Gender Pay Gap reports on the School's website and on the government's online reporting service.

As a fully co-educational boarding and day school, St Edward's is committed to gender equality in all areas.

The law requires a snapshot of data based on pay information as of 5<sup>th</sup> April 2020. The following figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ('the Regulations'):

- The mean gender pay gap for the School is 18.6%
- The median gender pay gap is 25.5%

In addition, the Regulations require the following data to be published:

|                                 | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|---------------------------------|----------------|-----------------------|-----------------------|----------------|
| Male<br>(Number of Employees)   | 25%<br>(29)    | 44%<br>(51)           | 46.5%<br>(54)         | 56.5%<br>(65)  |
| Female<br>(Number of Employees) | 75%<br>(87)    | 56%<br>(65)           | 53.5%<br>(62)         | 43.5%<br>(50)  |

The Regulations also require bonus payments information to be published however, since the School does not make bonus payments, this is not applicable.

St Edward's has made a decision not to outsource any of its day to day operations. As a result, the School has a varied and diverse range of employees to support the teaching and pastoral care of boarding and day pupils. The School has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

Teaching staff account for approximately 25% of the School's employees and are paid according to the School's own incremental pay scale which rewards teachers' performance, experience and their wider contribution to the School. Rates of pay for support staff pay are reviewed regularly and compared with national and local rates. All rates of pay are reviewed annually.

The School is confident that the reported Gender Pay Gap does not result from paying men and women differently for the same or equivalent work.