



Gender Pay Report As at 5 April 2019

	2019	2018
Mean Hourly Rate Gender Pay Gap	19.8%	15.0%
Median Hourly Rate Gender Pay Gap	31.3%	20.4%
Gender Quartile Percentages		
<i>Upper Quartile</i>		
Proportion of Males is	44%	45%
Proportion of Females is	56%	55%
<i>Upper Middle Quartile</i>		
Proportion of Males is	40%	34%
Proportion of Females is	60%	66%
<i>Lower Middle Quartile</i>		
Proportion of Males is	35%	33%
Proportion of Females is	65%	67%
<i>Lower Quartile</i>		
Proportion of Males is	18%	24%
Proportion of Females is	82%	76%
Bonus Gap	No bonuses are paid	

Narrative

1. The Stamford Endowed Schools are content that they pay the same rate for the same role, regardless of gender or any other protected characteristic, and believe firmly in equal pay for equal roles.
2. Teaching staff, regardless of gender, are all paid according to the School's own salary scale, which contains incremental points based on experience and contribution.
3. Operations roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. Currently, the lowest hourly rate (for staff aged over 25) is £8.34 per hour, which is 13p per hour above the current National Living Wage. Other operations roles are evaluated by content criteria and benchmarked against the wider employment market.

4. Overall, and in every quartile, we employ more females than males including, of note, in the Upper Quartile. The School's senior executive team is made up of three females and three males.
5. As is the case across the education sector more generally, the gender pay gap is materially influenced by the Lower and Lower Middle Quartile where we recruit irrespective of gender but where, for a range of reasons including lifestyle and other commitments, we attract more female employees.
6. Salary sacrifice arrangements for school fees have affected the hourly rate of pay for 19 females and 11 males (2018: 21 females and 14 males).
7. An overall decrease in headcount of 19 (caused by fewer zero-hours lifeguards, swim coaches and exam invigilators in the lower quartiles for the month of April 2019, offset by 5 additional male teachers and 1 female teacher in the upper middle quartile) has had an impact on the mean hourly rate gender pay gap in 2019.
8. In terms of future action to address the gender pay gap, the School does not believe affirmative action is required to increase the number of females in senior roles (as can be seen, females already represent 56% of the Upper Quartile). The pay gap will reduce as pay rates for staff in the Lower Quartile increase in-line with the Government's commitment to raise the National Living Wage.



Signed by Nick Rudd-Jones on behalf of the Governing Body

Date: 16th March 2020