

Gender Pay Gap Report 2020

Gender Pay Gap Report 2020

Bedales School is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2020.

Understanding the gender pay gap

The gender pay gap measures the difference between men and women's earnings at Bedales School by expressing women's average pay as a percentage of men's average pay. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work. In this report, we are sharing our gender pay gap data for the 12 months to April 2020 and to calculate our gender pay gap, we have taken the pay data of all employees of Bedales School (Dunannie, Dunhurst and Bedales).

| | |
|--|-------|
| Mean Gender Pay Gap | 12.1% |
| Median Gender Pay Gap | 28.9% |
| Bonus: Mean | -7.1% |
| Bonus: Median | 0% |
| Proportion of men who received a bonus | 1.9% |
| Proportion of women who received a bonus | 1.6% |

Pay quartiles by gender

| | Males | Females | Description |
|---------------------------------|-------|---------|---|
| A. Lower income quartile | 35.3% | 64.7% | Includes all employees whose standard hourly rate places them at or below the lower income quartile |
| B. Lower middle income quartile | 35% | 65% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the middle income quartile |
| C. Upper middle income quartile | 38% | 62% | Includes all employees whose standard hourly rate places them above the middle but at or below the upper income quartile |
| D. Upper income quartile | 45.5% | 54.5% | Includes all employees whose standard hourly rate places them above the upper income quartile |

Bedales School's Gender Pay Gap

For the same role, regardless of gender, all our hourly paid staff are paid the same hourly rate and premium hourly rate. The pay for all other posts is regulated within set salary scales based on the roles and responsibilities of the post and not the gender of the person.

Bedales School is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the school and the salaries that these roles attract in the job market.

Mean Pay Gap

The mean pay gap has reduced from 17.76% in 2017 to 12% in 2018 and 2020 (2019 not reported).

Median Pay Gap

The median pay gap has reduced from 37% in 2017 and 2018 to 28.9% in 2020 and the following shows the earnings difference of the median man and woman in each quartile, excluding bonuses:

| MEDIAN MAN & WOMAN | Male | Female |
|------------------------------|-------|--------|
| Lower Income Quartile | £1.00 | £1.09 |
| Lower Middle Income Quartile | £1.00 | £1.05 |
| Upper Middle Income Quartile | £1.00 | £1.00 |
| Upper Income Quartile | £1.00 | £0.94 |

Our analysis showed that the gap is largely driven by three factors:

1. A larger proportion of female staff are in part time and/or term time only work than male colleagues.
The school offers more opportunities for staff looking to work "school friendly" hours than other employers and there is a female gender bias from individuals seeking these opportunities.
2. The School employs a significantly higher number of females than males.
62% of our staff are women and the highest proportion are in the lower middle income quartile. Male staff are more concentrated in the upper pay quartile, hence the higher median pay gap percentage. The high proportion of women who work in job roles at the lower and middle end of the pay range within the school has the effect of skewing the mean and median figures.
3. There is a more even proportion of men and women at the upper income level which suggests that there is not an issue with women progressing or being appointed to senior

management positions in the school.

Currently, the two most senior positions in the school are held by men which skews the earnings difference between men and women.

Bonus Gap

Bonus payments are paid on merit and only a few bonus payments were made in the reporting period. The proportion of male employees receiving bonuses was 1.9%. The proportion of female employees receiving bonuses was slightly lower at 1.6%. More bonuses were paid to women than men and the amounts paid to women were higher than those paid to men.

Progress and actions taken to date

Our goal is to support and help our staff by providing them with the flexibility, skills and reward to progress and develop and achieve their ambitions. To that end, the school is working towards reducing our gender pay gap over a 5 year period. The actions we have taken so far are:

- Increased pay for lower skilled jobs (effective since 1 April 2016).
- Continuing to offer 'family friendly' hours of work and flexible working arrangements to attract and retain carers of either gender.
- Improved family friendly policies and pay and active support for women returning to work following maternity or adoption leave.
- Encouraged employees to take advantage of shared parental leave and refreshed our guidance to line managers of those returning from maternity/adoption leave.
- Reviewed teachers' pay scale to link progression more specifically to skills and career development, rather than years of experience in the profession (effective from 1 September 2018).
- Reviewed recruitment and promotion processes to be based on agreed competencies.
- Recruited more apprentices and graduate teachers: developing routes into Bedales for apprentices and graduates to increase the number of employees at the middle grades who want to develop a career.

Further actions will include:

- A review of pay and progression for support staff.
- Developing a set of data that can be regularly updated to monitor different aspects of the Gender Pay Gap.

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



Stephen Nokes