

# Shrewsbury School

## Gender Pay Gap Report 2019

Since 2017, any UK organisation employing 250 or more employees has had to provide an annual report on its gender pay gap (under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap 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 full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We collected our data on 5 April 2019, when our full-pay relevant employees consisted of 207 women and 173 men.

	<b>Women's earnings are:</b>
Mean gender pay gap in hourly pay	<b>39.2% lower</b>
Median gender pay gap in hourly pay	<b>53.7% lower</b>
Difference in mean bonus payments	<b>100% lower</b>
Difference in median bonus payments	<b>100% lower</b>

Number and proportion (%) of men and women in each pay quartile

	Male No's	Female No's	Male %	Female %
Lower quartile	21	74	<b>21.1%</b>	<b>77.9%</b>
Lower middle quartile	30	65	<b>31.6%</b>	<b>68.4%</b>
Upper middle quartile	55	40	<b>57.9%</b>	<b>42.1%</b>
Upper quartile	67	28	<b>70.5%</b>	<b>29.5%</b>
	<u>173</u>	<u>207</u>		

Proportion of men and women receiving a bonus payment:

	%
Men	<b>0.5%</b>
Women	<b>0.0%</b>

### **Why does Shrewsbury School have a gender pay gap?**

While we are confident that men and women are paid equally for doing equivalent jobs at Shrewsbury School, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation. At the moment, there are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower paid roles.

### **How is Shrewsbury School addressing the gender pay gap?**

The school is committed to closing the gender pay gap where possible. We continue to look at our recruitment and retention policies. The organisation is keen to promote the recruitment and development of more female employees into senior management and teaching roles in the upper middle and upper quartiles. This imbalance has reduced since last year.

The school is also interested in ways to increase the number of men who take up cleaning and administrative roles which fall into the lower and lower middle quartiles.

I confirm that the data reported is true and accurate:

**Maylin Ware**

**Bursar**

**3 March 2020**