



Sedbergh School

Gender pay gap report

2018/19

Supporting statement

Sedbergh school is an equal opportunities employer who is committed to ensuring that all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic. Gender pay gap analysis is an important tool which allows us to continually assess if there are any areas for improvement.

Gender pay gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the middle (median) and the average (mean) values:

Type of pay gap	Sedbergh School
Median gender pay gap	17.6%
Mean gender pay gap	16.4%

Our 2018/19 mean pay gap has grown marginally due to personnel changes in our senior team since the 2017 snapshot a critical factor was that a senior female position was vacant in April 2018. Also, a series of staffing changes in late 2017/early 2018 saw overall male representation drop mainly in the lower paid jobs - this accounts for our increase in median pay gap.

Pay quartiles

This is the proportion of men and women in each of the four pay quartiles. Pay quartiles separate all salaries into four equal bands from the lowest paid (lower) to the highest paid (upper):

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



■ Men ■ Women

Men represent only 42.3% of our workforce. Our upper middle and lower middle quartiles reflect this, but our pay gap stems from the fact that men are under represented in our lower quartile (-12.5%) and over represented in our upper quartile (+13.0%). Over 80% of the jobs in the lower quartile are catering and cleaning roles, and while there is no gender discrimination there is still a dominance of females in these roles: 72% of catering staff and 85% of cleaning staff are female.

Closing statement

We will continue to monitor this situation and ensure that we maintain a fair and equal approach. Our next step is to build a more detailed picture of the differences that create our pay gap such as: differing roles across the school and the proportion of each gender who work part time. As within the wider UK employment market, more women work part-time - roles which are usually lower paid.