



SEDBERGH SCHOOL GENDER PAY GAP REPORT – APRIL 2020

Employee funnel

Our pay gap results are based on a drastically reduced headcount due to the Coronavirus Job Retention Scheme. Because so many of our employees were on 80% furlough our in-scope employees reduced from 418 to 171. Of these 87 (50.9%) were women and 84 (49.1%) were men.

Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

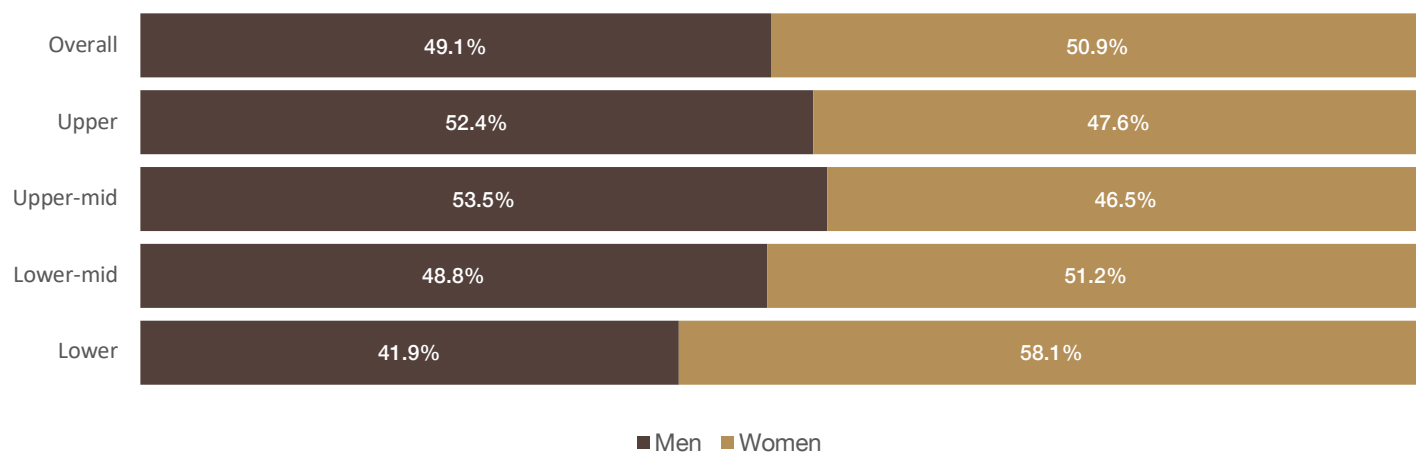
Pay Gap	2020
Mean	11.1%
Median	6.1%

Employee funnel

Sedbergh did not pay any bonuses during the period 6 April 2019 to 5 April 2020.

Distribution of employees across the pay range

The following chart shows the distribution of men and women throughout the pay range of the school.



Confirmation statement

I confirm that the information published here is accurate:

Peter Marshall
Chief Operating Officer
Sedbergh School