



Gender Pay Gap Report – April 2017

Gresham's School is required to publish a Gender Pay Report by 4 April 2018 in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations apply to all organisations, including schools, which have 250 or more employees.

We are required to publish:

- the **mean gender pay gap** (the difference between the mean hourly earnings of male and female employees, expressed relative to men's earnings)
- the **median gender pay gap** (the difference between the median hourly earnings of male and female employees, expressed relative to men's earnings)
- the proportion of males and females in each pay quartile.

The School does not pay bonuses and so the requirement to report gender pay gap information for bonus payments is not applicable.

The report for Gresham's School is as follows:

Mean Gender Pay Gap: 25.96%
Median Gender Pay gap: 49.49%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	31%	33%	44%	52%
Female	69%	67%	56%	48%

We aim to ensure that pay is set according to the value and complexity of the work being undertaken, regardless of gender, and our gender pay gap reflects the nature of our workforce. The proportion of female to male staff for the snapshot period was 59.72% to 40.28%. The high percentages of female employees in the lower and lower middle quartiles were cleaners or catering assistants, who earn the minimum wage, and administrative staff respectively. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 5th April 2017.

Andrew Martin Smith
Chairman of Governors
March 2018

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