

Gender Pay Gap Report – April 2020

Gresham's School is required to publish a Gender Pay Gap Report by 5 October 2021 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. The reporting date for this period was delayed by 6 months because of the Coronavirus pandemic.

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: 22.25%

Median Gender Pay gap: 45.06%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	27%	34%	42%	46%
Female	73%	66%	58%	54%

Mean female pay has improved over the previous period because the proportion of females in all quartiles except the lowest has increased since 2019. New female teachers have replaced male teachers in Languages, English and Music, and a female Head of Prep School replaced a male Head after the April 2019 reporting date. Two female staff received statutory maternity pay in 2019 and returned to full pay in 2020.

We aim to ensure that pay is set according to the value and complexity of the work being undertaken, regardless of gender, and we are satisfied that people undertaking similar work are paid similar rates. We have undertaken analysis which shows that our gender pay gap reflects the structure and make up of our workforce. The proportion of female to male staff for the snapshot period was 63% to 37%. Gender pay gap is now a standing agenda item on our HR and Staff Conditions Committee, which meets twice a year, and will monitor the rates of pay and identify where action can be taken to try to redress the gap, such as trying to ensure that females are attracted to apply for top roles in the organisation.

I confirm that the calculations are an accurate representation of our position on 5th April 2020.



Michael Goff
Chairman of Governors
May 2021