

# St Mary's School (Calne) Gender Pay Gap Report

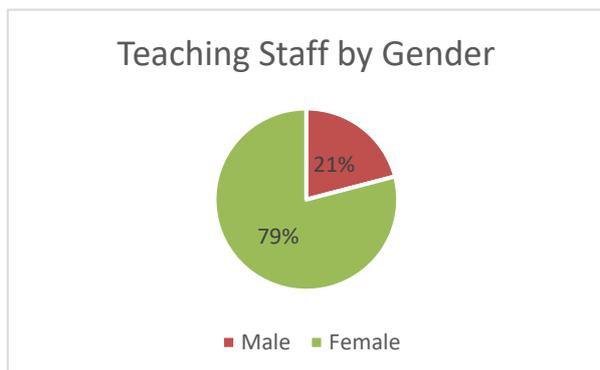
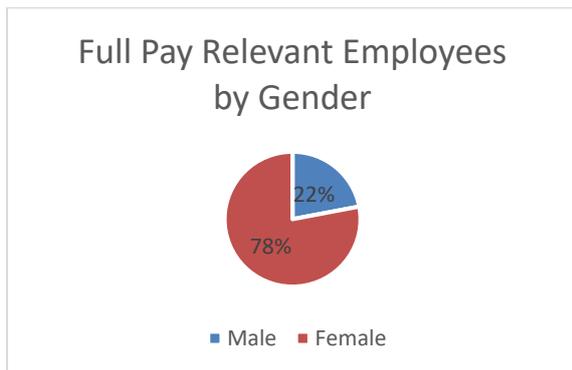
Snapshot Date 5 April 2021

## Introduction

St Mary's School (Calne) is a Company (no. 00235572) and Charity (no. 309482) comprising St Mary's School and St Margaret's Prep, both on the same campus. St Mary's is a boarding and day school for girls aged 11-18; St Margaret's is a co-educational day school for children aged 2-11. The data in this report is for the company as a whole (i.e. both schools, referred to as 'The School').

Part of St Mary's purpose as a girls' senior school is to narrow the gender pay gap across society by enabling more women to take on leadership roles. 4 of the 6 members of St Mary's Senior Leadership Team (SLT) are women, including the Headmistress and Senior Deputy Head.

The school currently employs 372 staff, 110 of whom are teachers, with 262 working in support functions including teaching and pastoral assistants, finance, administration, housekeeping, catering, maintenance, and grounds.



As the graphs illustrate, the majority of the overall workforce (78%) and of the teaching staff (79%) is female.

The majority of the workforce are term-time only, working 35 or 36 weeks of the year but being paid over 12 equal monthly instalments. This means that hourly rates would look artificially low if salary were split equally across the year. To give a more accurate picture we have calculated a figure for 'working hours in a week' by using an annual average of weekly working hours. Whilst we acknowledge this isn't strictly in accordance with the Regulations, we believe it gives a more meaningful result.

The school uses fixed pay scales for both academic and support staff, so male and female staff are paid equally for the job that they do.

## Statutory Reports

### 1. Percentage of Men and Women in each Quartile

The percentage of male and female full-pay relevant employees in each of four equal sized groups arranged according to their hourly pay were:

	<u>Male</u>	<u>Female</u>
Upper Quartile	30%	70%
Upper Middle	20%	80%
Lower Middle	23%	77%
Lower Quartile	15%	85%

### 2. Mean (average) Gender Pay Gap

The mean (average) gender pay gap using hourly pay was:

Average male hourly pay:	£18.82
Average female hourly pay:	£16.71
Mean Average Pay Gap:	11.2%

### 3. Median gender pay gap

The median gender pay gap using hourly pay was:

Median male hourly pay:	£18.34
Median female hourly pay:	£13.28
Median Gender Pay Gap:	27.6%

### 4. Percentage of men and women receiving bonus pay

The percentage of male and female full-pay relevant employees receiving bonuses during the reporting period were:

Male:	2%
Female:	2%

5. Mean (average) gender pay gap using bonus pay

The mean (average) gender pay gap using bonus pay was:

Average male bonus: £2,000

Average female bonus: £1,657

Mean Average Pay Gap: 17.2%

6. Median gender pay gap using bonus pay

The median gender pay gap using bonus pay was:

Median male bonus: £2,000

Median female bonus: £1,500

Median Gender Pay Gap: 25%

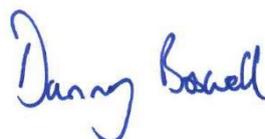
Conclusions

The results of the previous year's gender pay gap report were significantly affected by the requirement to exclude all those employees who were furloughed under the Coronavirus Job Retention Scheme on the snapshot date. It is therefore difficult to draw any meaningful conclusions and the data in this report should not be compared with prior years.

The results show that there is a gap in pay between male and female staff, but we believe this can be objectively justified. There is a much higher number of female staff overall, and of these a disproportionate number are employed in roles such as cleaning and catering, which are less well remunerated.

The school operates fixed pay scales for both teaching and non-teaching roles and has a strict policy to ensure that staff are recruited and paid fairly for the roles that they do, regardless of gender.

Signed:



D J Boswell, Bursar

Date: 14 March 2022