

Loughborough Endowed Schools

Gender Pay Gap Report (April 2017)

What is gender pay gap reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require large employers (more than 250 employees) to publicly publish certain measures which outline differences in pay between male and female employees.

Data has been collected in respect of employees paid salary in the pay reference period in which the 5 April 2017 fell.

How is this different from equal pay?

Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value.

Overview

The overall mean gender pay gap based on hourly rates of pay was 21.97%.

The overall median gender pay gap based on hourly rates of pay was 37.05%.

The percentage of men receiving a bonus was lower at 3.07% compared to 8.6% of women.

As a result the mean bonus gap was -144.41% and the median bonus rate gap was -74.11%.

The table shows the gender distribution across four equally sized pay quartiles:

Quartile	Women %	Men %
Upper (75-100%)	54.25	45.75
Upper Middle (50-75%)	67.53	32.47
Lower Middle (25-50%)	70.13	29.87
Lower (0-25%)	80.52	19.48

Understanding the pay gap

The Upper Quartile tells us we are close to gender pay parity, with a bias towards women. In the Upper Middle Quartile we have a healthy female representation.

Domestic and Catering positions are generally part-time (often to fit around childcare responsibilities), coupled with Nursery roles which are all traditionally female dominated and lower paid. This provides an explanation for the gap in mean and median figures and the Lower Middle and Lower Quartiles. The vast majority of applicants for these positions are female.

Employees who are employed in a Domestic role may qualify for a bonus payment on the basis of their attendance at work. 88% of Domestic employees are female.

Term time working is popular within our schools. Employees in non-teaching roles are paid for either 42 or 43 weeks per year, rather than 52 weeks. The data for GPGR is produced based on an hourly rate. Term time workers, although paid for 42/43 weeks of the year receive their pay in 12 equal monthly instalments. LES was conscious that its results should reflect a realistic hourly rate and therefore this group of employees have had their working hours in a week calculated by using an annual average of weekly working hours.

Salary sacrifice is utilised by employees for school fees, childcare vouchers and the cycle to work scheme, for varying amounts. This had an impact on the hourly rates used in the calculations. 26 men and 59 women benefitted from salary sacrifice.

How will LES move towards a zero gender pay gap?

- Producing and implementing a Flexible Working Policy.
- Producing and implementing a Training Sponsorship Policy/Scheme which encourages all employees to upskill and promotes existing employees to undertake apprenticeships whilst maintaining their hourly rate of pay.
- SLT positions are advertised internally prior to external advertisement when appropriate.

LES want to employ, develop and retain the best people. We are dedicated to the principles of equality in the workplace.

I confirm that the information provided is accurate.

Signed:  (J W Doherty)

Chief Operating Officer