

Gender Pay Gap Report — April 2022

Gender pay reporting has been an annual legal requirement since 2017 for organisations with more than 250 employees.

This report covers the 2022–23 reporting cycle, and as for all reporting organisations, uses a snapshot date of 5 April 2022

The gender pay gap, is the difference in the average earnings (median or mean) of men and women across the workforce in a specified period regardless of their role. The gender pay gap is typically expressed as a percentage of men's average earnings. The Median pay gap is more generally used as it avoids the pay gap being skewed by a small number of highly paid individuals and is therefore considered more reliable. Our report is a consolidated pay gap report for Haberdasher's Boys' School and Haberdasher's Girls' School, which together are reporting as The Haberdashers' Aske's Elstree Schools Limited (Company 9216357).

1. Mean Hourly Rate Gender Pay Gap **8.89%**

2. Median Hourly Rate Gender Pay Gap **8.81%**

3. **Gender Quartile Percentage**

Lower Quartile

Proportion of Males is	35.56%
Proportion of females is	64.44%

Lower Middle Quartile

Proportion of Males is	28.89%
Proportion of females is	71.11%

Upper Middle Quartile

Proportion of Males is	33.33%
Proportion of females is	66.67%

Upper Quartile

Proportion of Males is	50.75%
Proportion of females is	49.25%

4.

Gender Pay Bonus Gap	
Mean Gender Pay Gap using bonus pay	27.20%
Median Gender Pay Gap using bonus pay	16.54%
Proportion of Males receiving a bonus is	91.50%
Proportion of Females receiving a bonus is	89.38%

5. Commentary

- a. The mean average hourly rate paid to women in the Schools is 8.89% lower than the average hourly rate we paid to men on the snapshot date of April 2022. The gap has decreased by 1.21% compared to last year. Our median average is 8.81%, an increase of 1.77% compared to last year.

The UK's national median average pay gap, for all staff, in 2022 was 14.9% ¹. Therefore we continue to remain below the median pay gap despite a slight increase last year.

- b. We are satisfied that we pay the same rate for the same role, regardless of gender and firmly believe in equal pay for equal roles.
- c. The workforce comprises teaching and professional services staff. During this period teaching staff were paid according to a salary scale which combined basic pay with additional pay for performance and management responsibilities. The scale is applied on the same basis for men and women.
- d. Professional services staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. Support roles are evaluated by content criteria and benchmarked against local roles in the education sector and, where appropriate, more widely. There is pay progression for support staff based on performance. The same criteria apply to both men and women.
- e. We employ a higher number of women than men, with the workforce split 35.56% men and 64.44% women. This is in line with the prior year. We continue to promote and recruit based on merit.
- f. The gender pay gap can be explained by the distribution of women and men across the quartiles with more women in the lower quartiles and more men in the higher quartiles.

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- g. Bonus pay gap — this year all staff were paid a one off non-consolidated bonus.

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Signed by Helen Rosethorn, Governor Chairman HR Committee.

Signature



23 March 2023