

## Gender Pay Gap Report — April 2023 (reported in April 2024)

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

This report covers the 2023-24 reporting cycle, and as for all reporting organisations uses a snapshot date of 5 April 2023.

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 consolidated for Haberdashers' Boys' School and Haberdashers' Girls' School which together are reporting as the Haberdashers' Aske's Elstree Schools Limited Company (9216357).

- |                                             |              |
|---------------------------------------------|--------------|
| <b>1. Mean Hourly Rate Gender Pay Gap</b>   | <b>6.8%</b>  |
| <b>2. Median Hourly Rate Gender Pay Gap</b> | <b>10.6%</b> |
| <b>3. Gender Quartile Percentage</b>        |              |

### Lower Quartile

Proportion of males is	31.3%
Proportion of females is	68.7%

### Lower Middle Quartile

Proportion of males is	34.3%
Proportion of females is	65.7%

### Upper Middle Quartile

Proportion of males is	32.8%
Proportion of females is	67.2%

### Upper Quartile

Proportion of males is	45.1%
Proportion of females is	54.9%

## 4. Gender Pay Gap Bonus

Mean Gender Pay Gap using bonus pay	29.7%
Median Gender Pay Gap using bonus pay	63.87%
Proportion of males receiving a bonus	94.8%
Proportion of females receiving a bonus	87.8%

## Commentary

- a) The mean average hourly rate paid to women in the Schools is 6.8% lower than the average hourly rate we paid to men on the snapshot date of 5 April 2023. The gap has decreased by 2.01% compared to last year. Our median average is 10.6%, an increase of 1.79% compared to last year.
- b) The UK's national median average pay gap for all staff, in 2023, was 14.3%. Therefore, we continue to remain below the median pay gap despite a slight increase last year.
- c) 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.
- d) 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 management responsibilities and performance. The scale is applied on the same basis for men and women.
- e) Professional services staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing the role. Professional services roles are evaluated by content criteria and benchmarked against local roles in the education sector and, where appropriate, more widely. There is a widescale review of professional services grading and pay currently taking place with an independent expert partner. The scale is applied on the same basis for men and women.
- f) We employ a higher number of women than men, with the workforce split 64.11% women and 35.88% men. This is in line with previous years. We continue to promote, and recruit based on experience and merit.
- g) The gender pay gap is 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, this is particularly true in the Upper Quartile. The position has improved this year with an increase in the proportion of women in the Upper Quartile of 5.65%.
- h) Bonus pay gap —an additional staff recognition bonus payment was made in the year up to 5 April 2023 (June 2022) at both schools as well as a cost-of-living award to staff across both schools.

Prepared by Nikki Danzig (Payroll Manager), Linda Meighan (Payroll Assistant) and Becky McKenzie-Young (Director of People).

Signed by Helen Rosethorn, Governor, Chair of the People Committee.

Signature:



Date:

3rd April 2024