

Berkhamsted recently completed its annual gender pay gap audit. Gender Pay Gap reporting legislation was introduced by the Government in April 2017 and requires employers to identify and publish their annual pay gap. It is hoped that this process will encourage employers to take action to reduce or eliminate any pay gap. It is important to emphasise that the pay gap is not the same as equal pay, which is the requirement that men and women doing the same job should be paid the same and has been a legal requirement for 47 years.

### **Gender Pay Gap Report April 2022**

Mean Hourly rate gender pay gap **14.5%**

Median Hourly Rate Gender Pay Gap **24%**

A significant determining factor in our median pay gap is that, while the school pays at least the living wage to all employees, our domestic roles (for example cleaning staff) are almost exclusively applied for by local and female potential employees who primarily work part time. Our administrative, teaching support and nursing staff also attract far more female than male applicants.

### **Gender Quartile Percentage:**

#### **Lower Quartile**

Proportion of Males is 30.6%

Proportion of females is 69.4%

#### **Lower Middle Quartile**

Proportion of Males is 27.2%

Proportion of females is 72.8%

#### **Upper Middle Quartile**

Proportion of Males is 23.8%

Proportion of females is 76.2%

#### **Upper Quartile**

Proportion of Males is 51.4%

Proportion of females is 48.6%

**The senior Executive Team consists of 4 female and 7 males**

Our Board of Governors is 6 female, 8 male.

Teaching staff roles for both Genders are paid according to a salary scale. Support staff roles are also paid according to a salary scale and each position sits at a point on the scale appropriate to the evaluation of the position.

We believe that any pay gap is a reason to continue working towards equality in the average hourly earnings of men and women at Berkhamsted.

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.

We continue to be absolutely committed to ensuring that Berkhamsted is a model employer and leads the way in its standards and approach to safeguarding equality and equality of opportunity in the workplace.