

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

## Snapshot Date 5 April 2023

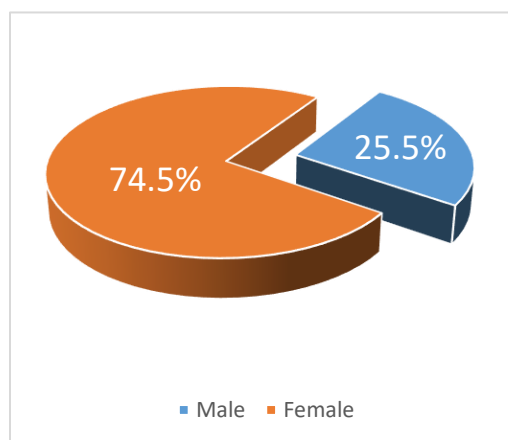
### Introduction

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, together referred to as The School).

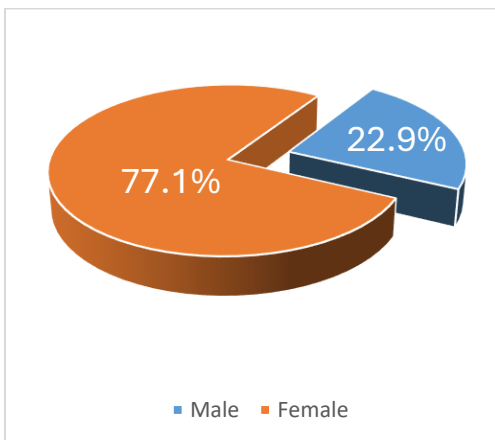
One of St Mary's aims as a girls' senior school is to narrow the gender pay gap across society by enabling more women to take on leadership roles. 4 of the 6 members of St Mary's Senior Leadership Team (SLT) are women, including the Head and Senior Deputy Head included in the data.

The school employed 379 staff at the snapshot date, 110 of whom were teachers, with 269 working in support functions including teaching and pastoral assistants, finance, administration, housekeeping, catering, maintenance, and grounds.

### Teaching Staff by Gender



### Full Pay Relevant Employees by Gender



As the pie charts illustrate, the majority of the overall workforce (77.1%) and of the teaching staff (74.5%) 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.

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:

|                | Male  | Female |
|----------------|-------|--------|
| Upper Quartile | 36.7% | 63.3%  |
| Upper Middle   | 22.0% | 78.0%  |
| Lower Middle   | 22.2% | 77.8%  |
| Lower Quartile | 11.0% | 89.0%  |

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

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

Average male hourly pay: £20.03  
Average female hourly pay: £16.39  
Mean Average Pay Gap: 20.03%

### 3. Median gender pay gap

The median gender pay gap using hourly pay was:

Median male hourly pay: £20.56  
Median female hourly pay: £12.11  
Median Gender Pay Gap: 41.08%

### 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: 0.0%  
Female: 0.98%

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

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

Average male bonus: £0  
Average female bonus: £775  
Mean Average Pay Gap: not applicable

### 6. Median gender pay gap using bonus pay

The median gender pay gap using bonus pay was:

Median male bonus: £0

Median female bonus: £1,000

Median Gender Pay Gap: not applicable

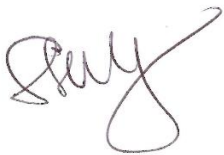
### Conclusions

The most significant difference to the prior year is that the number of staff receiving bonuses has decreased materially owing to fewer bonuses being awarded.

The results show that there is a gap overall 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:

A handwritten signature in black ink, appearing to read 'Ed Hellings', with a stylized, flowing script.

**Ed Hellings**  
**Interim Bursar**

Date: 11 March 2024