



St Mary's Calne and St Margaret's Preparatory School Gender Pay Gap Report As at April 2018

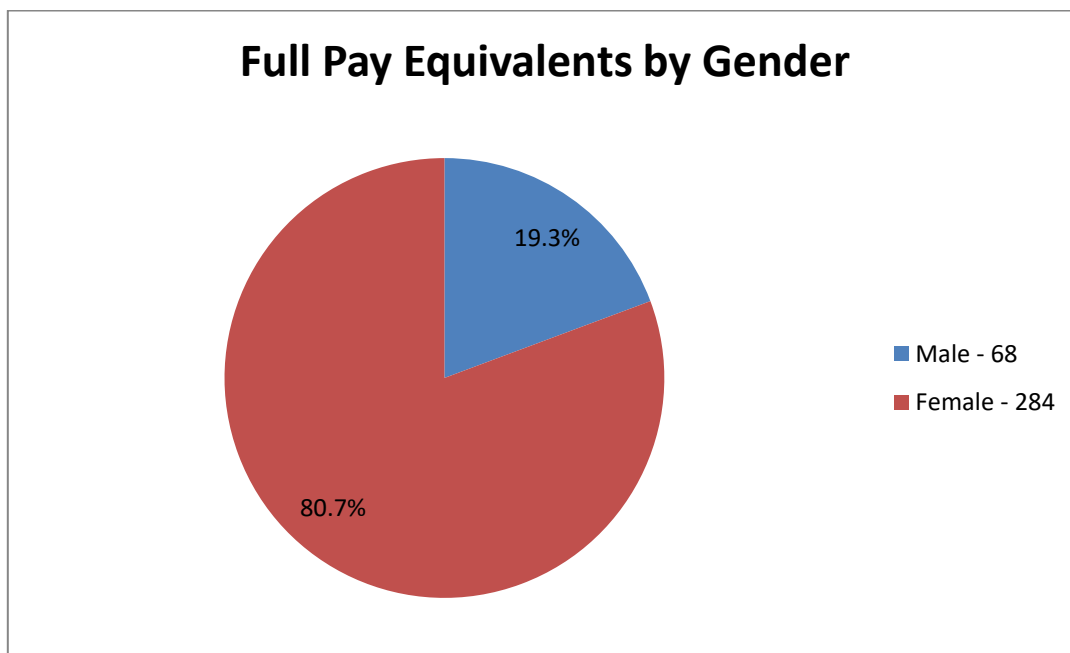
Introduction

St Mary's School (Calne) is a Company (no. 00235572) and Charity (no. 309482) comprising St Mary's School and St Margaret's Preparatory School, both on the same campus. The data in this report is for the company as a whole (i.e. both schools, referred to as 'The School'). 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 3-11.

The School currently employs 341 staff (with twelve staff covering two different roles), many of whom are term-time only, whilst others work all year round. In addition to the teaching staff there are numerous support staff covering finance, administration, housekeeping, catering, maintenance and grounds. The School is an important employer in the local community.

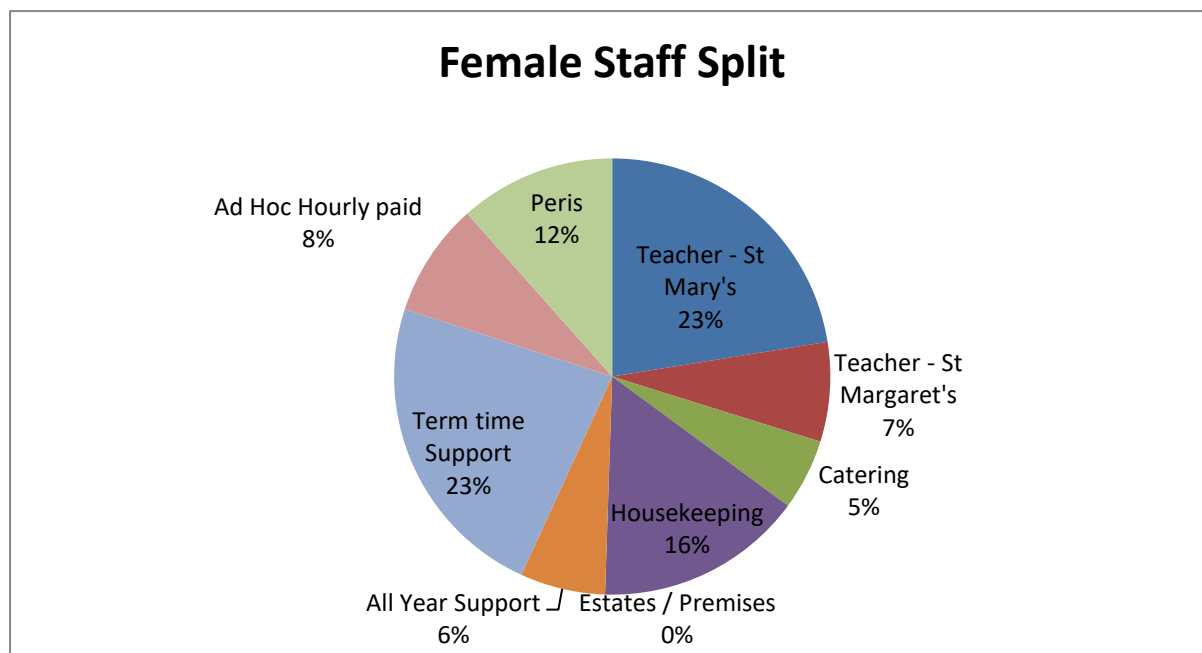
As an all-girls school, part of St Mary's purpose is to narrow the gender pay gap across society by enabling more women to take on leadership roles. 4 of the 6 members of St Mary's Senior Leadership Team (SLT), and 4 of the 5 members of St Margaret's SLT, are women. Each school is led by a Headmistress.

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. This means that their hourly rate would look artificially low if salary was split equally across the year. To give a more accurate picture we have calculated a figure for 'working hours in a week' by using an annual average of weekly working hours. Whilst we acknowledge this isn't strictly in accordance with the Regulations, we believe it gives a more meaningful result.

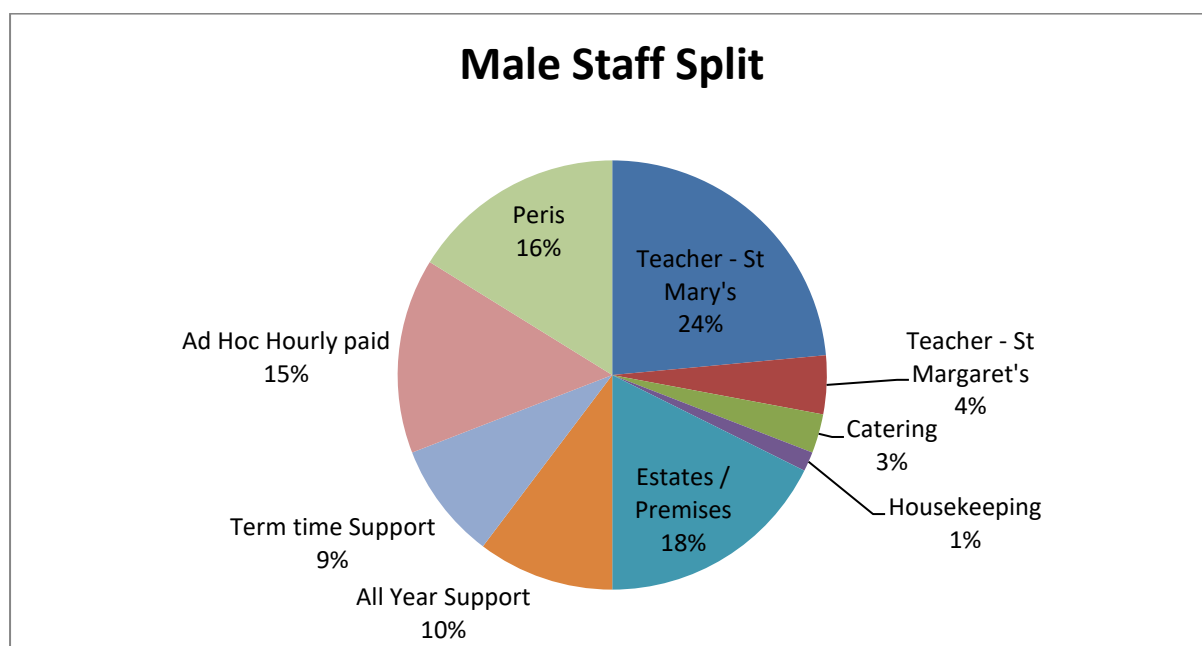


As the graph illustrates, the majority of the workforce (80.7%) is female. This has a very significant effect on the results shown as a disproportionate number of female staff are in lower paid roles. For example, of our 45 housekeeping staff (paid at or near the National Living Wage) only one is male. This means that over 15% of our female workforce is being paid the lowest rate of pay but these roles suit many women as they provide a local, dependable source of income, with working hours and holidays that fit well with home life.

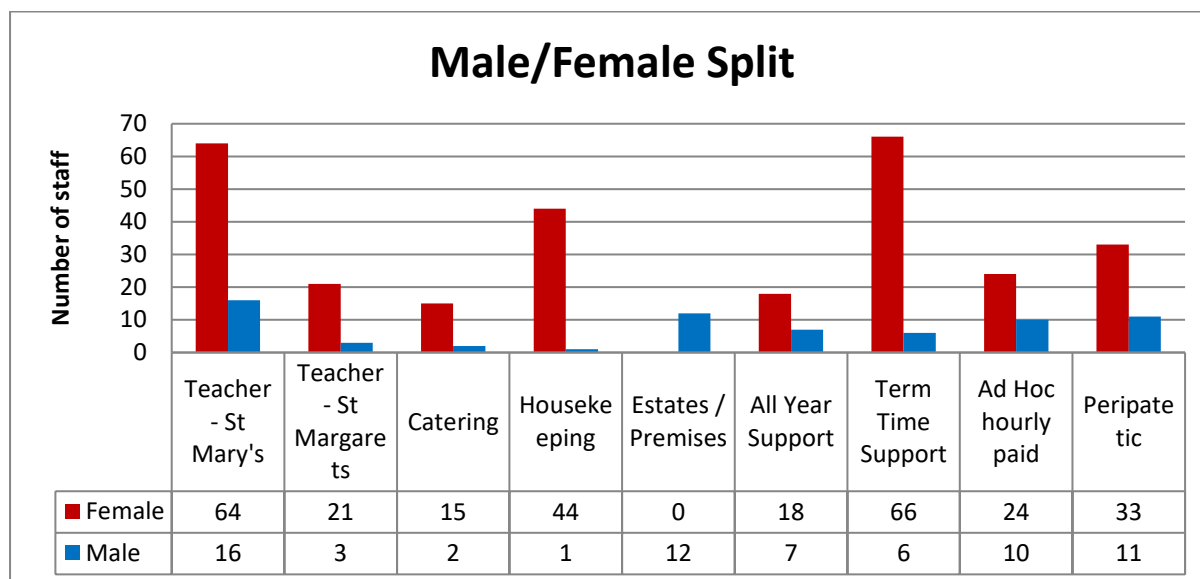
The School uses fixed pay scales for both academic and support staff, so male and female staff are paid equally for the job that they do.



This chart illustrates the female staff split. 42% are employed in teaching (including peripatetic) roles; 37% in finance, admin and pastoral; and 21% in Housekeeping & Catering.



This chart illustrates the male workforce split. 44% are in teaching (including peripatetic) roles; 34% are in finance, admin and pastoral; 18% in Estates & Premises; and only 4% in Housekeeping and Catering.



This graph shows the various roles and how many males and females are fulfilling those roles (includes 1 non-full pay equivalent – staff who did not receive full pay in the period due to maternity leave).

Results

Mean Average Pay Gap:

Mean Average Pay Gap	
Female Mean	£17.32/hr
Male Mean	£19.92/hr
Mean Average Pay Gap	13.89%

This table shows that there is a 15.05% pay gap between our male and female staff. This is due to the difference in the respective roles in which men and women are employed, as detailed above. The School has a very clear policy of equal pay for equal roles.

Median Average Pay Gap:

Median Average Pay Gap	
Female Median	£12.63/hr
Male Median	£20.49/hr
Median Average Pay Gap	34.81%

The Median Pay Gap is misleading. This takes the mid-point of all male / female workers' hourly pay, when arranged in numerical order. As previously noted, there are many more female staff in roles paid at the lower end of the pay scale and this significantly affects the result shown.

Pay Quartiles:

	Female	Male
Lower Quartile	88%	12%
Lower Middle Quartile	80%	20%
Upper Middle Quartile	83%	17%
Upper Quartile	73%	27%

The Pay Quartiles calculation takes all full pay equivalent staff, with roles split out regardless of gender and puts them in ascending order based on hourly pay (lowest to highest). The staff are then split into 4 groups with an equal number of staff in each group. As there are 352 roles in total this gives 88 members of staff per quartile. This assumes where staff are performing two roles (12), each role is counted as one member of staff. This also excludes the non-full pay equivalent staff.

Bonus Pay:

Only two women and no men received a bonus during the year and therefore no meaningful calculation is possible.

Conclusions

The results show that there is a gap in pay between male and female staff but this is due to the much higher number of female staff overall, a disproportionate number of whom are employed in roles at or near the bottom of the pay scale.

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.



Mr Svante Adde, Chair of Governors

2nd April 2019