Blundell’s School Gender Pay Gap Report as at 5\textsuperscript{th} April 2021

Under new law in force from April 2017, along with all employers of more than 250 staff, Blundell’s School is required to publish certain data measuring what is known as our gender pay gap. The requirement is, by 4\textsuperscript{th} April each year, to publish data relating to pay of staff as at 5\textsuperscript{th} April the previous year.

The data to be published is as follows:

1. difference between the \textbf{mean} hourly rate of pay between male and female employees
2. difference between the \textbf{median} hourly rate of pay between male and female employees
3. proportions of male and female employees in each of four equal \textbf{pay quartiles}
4. difference between the mean bonus pay paid to male and female employees
5. difference between the median bonus pay paid to male and female employees
6. proportions of male and female employees who were paid bonus pay

At Blundell’s School, no bonuses are paid and therefore we have no data to report in respect of requirements 4, 5 or 6.

\textbf{What is the difference between “mean” and “median”?}

Mean is what is commonly used as the “average”, where all hourly rates are added together and divided by the number of employees. Median is the middle value when hourly rates of each individual employee are placed in numerical order.

\textbf{What does the pay quartiles data represent?}

We are required to take the hourly rate of all staff, and place it into four quartiles, with equal number of staff in each, across both support and teaching staff. We then calculate the percentage of staff within each quartile who are men, and the percentage of staff in each quartile who are women.

\textbf{Blundell’s data}

Our mean gender pay gap is 19.31%

Our median gender pay gap is 26.80%

Proportions of male and female staff in four pay quartiles is as follows:

<table>
<thead>
<tr>
<th></th>
<th>Lower Quartile</th>
<th>Lower Middle Quartile</th>
<th>Upper Middle Quartile</th>
<th>Upper Quartile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>17.50%</td>
<td>42.25%</td>
<td>42.50%</td>
<td>51.90%</td>
</tr>
<tr>
<td>Women</td>
<td>82.50%</td>
<td>58.75%</td>
<td>57.50%</td>
<td>48.10%</td>
</tr>
</tbody>
</table>

Teaching staff are paid based on an incremental pay scale, with salaries that are transparent and widely available to employees, reflecting progression based on experience, specific responsibilities and other management duties that may be undertaken. Support staff are paid
in accordance with generally accepted pay bands, for each particular role, which reflects the
complexity and value of work undertaken. We regularly benchmark and review our rates of
pay, to ensure they are fair, and that they are competitive, both in the local area and with
comparable independent schools.

What does our gender pay gap tell us?

The figures above document the rates of pay across the whole of Blundell’s, regardless of the
requirements of the role, or an individual’s seniority or experience. A gap between average
male pay and average female pay within an organisation does not reflect inequality of pay
between men and women carrying out equivalent roles. We are confident that at Blundell’s,
staff are paid fairly based on the role they undertake, not based on gender.

At Blundell’s we have 368 staff, of whom 238 are women. The data above takes account of
the hourly rate of each individual member of staff, whether part time or full time, employed
year-round or term time only. A considerable proportion of our lower paid roles (for example
cleaning and catering) are carried out by women. We are pleased to be able to accommodate
many of these lower paid roles on a flexible basis, either part time and/or term time only.
However, this has an impact on our median gender pay gap because of the number of women
working in these lower paid roles. It is also reflected in the quartiles above, from which it can
be seen that within the lower quartiles, we employ a larger number of women than men in
these lower paid roles. The lower quartiles are subject to more change than others as a large
proportion of these salaries, for lower paid roles, are determined by the National Living Wage
(NLW).

However, it can also be seen that nearly half of our highest earners are women. We believe
that this reflects our commitment to the progression of women in the workplace. We will
continue to engender a culture which demonstrates that here at Blundell’s, career progression
is open to all.

We will continue to ensure we offer a workplace that promotes inclusion and diversity.

Annika Hedrich-Wiggans
Bursar and Clerk to the Governing Body

April 2022