

## Blundell's School Gender Pay Gap Report as at 5<sup>th</sup> April 2023

As an employer 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<sup>th</sup> April each year, to publish data relating to pay of staff as at 5<sup>th</sup> April the previous year.

The data to be published is as follows:

1. difference between the **mean** hourly rate of pay between male and female employees
2. difference between the **median** hourly rate of pay between male and female employees
3. proportions of male and female employees in each of four equal **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 there is no data to report in respect of requirements 4, 5 or 6.

### 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.

### What does the pay quartiles data represent?

The hourly rate of all staff is used to place it into four quartiles, with an equal number of staff in each across both support and teaching staff. The percentage of men and women is then calculated within each quartile.

### Blundell's data

Our mean gender pay gap is **26.98%** (a reduction from 29.84% in 2022)

Our median gender pay gap is **33.20%** (an increase from 29.17% in 2022)

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

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	12.50%	42.05%	47.73%	53.41%
Women	87.50%	57.95%	52.27%	46.59%

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 market specific rates where applicable for each 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 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. It is felt that staff at Blundell's are paid fairly based on the role they undertake, not based on gender.

At Blundell's there are 352 staff, of which 215 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. There are currently 1.5 times more women employed than men. The Upper and Upper Middle Quartiles are very evenly split, whilst the Lower Middle and Lower Quartiles mainly comprise of women. Many flexible roles are offered to fit around lifestyle and personal commitments. As a result, many of the lower paid roles, which also encompass fewer hours are carried out by women on a part-time and often term-time basis. This has an impact on the median gender pay gap because of the number of women working in these flexible, lower paid roles. The lower quartiles are subject to more change than others as a large proportion of these salaries are determined by the National Living Wage (NLW).

However, nearly half of our highest earners are women which reflects the commitment to the progression of women in the workplace. The School continues to engender a culture which demonstrates that career progression is open to all at Blundell's.



Bart Wielenga

Head

April 2024