

ST BARTHOLOMEW'S SCHOOL

Gender Pay Gap At 31 March 2019

1 Mean Gender Pay Gap

$$\frac{(A-B)}{A} \times 100$$

A = Mean hourly rate of all Male Full Pay Relevant Employees £19.53
 B = Mean hourly rate of all Female Full Pay Relevant Employees £16.84

$$\frac{£19.53 - £16.84}{£19.53} \times 100 = 13.8 \%$$

2 Median Gender Pay Gap

$$\frac{(A-B)}{A} \times 100$$

A = Median hourly rate of all Male Full Pay Relevant Employees £21.62
 B = Median hourly rate of all Female Full Pay Relevant Employees £14.96

$$\frac{£21.62 - £14.96}{£21.62} \times 100 = 30.8 \%$$

3.4.5. Bonus Payments Not Applicable

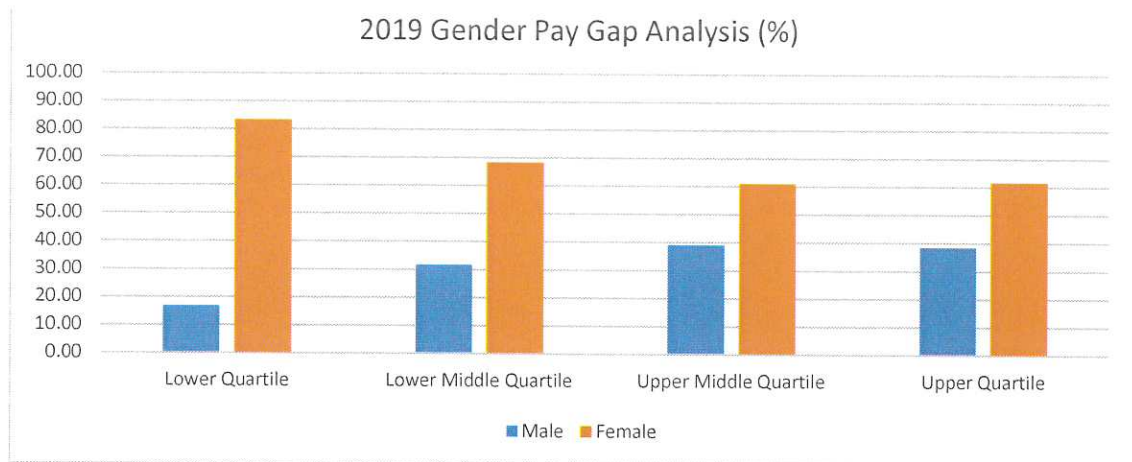
6 Proportion of Males and Females in each quartile band

Number

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	10	19	23	23	75
Female	50	41	36	37	164
Total	60	60	59	60	239

Percentage

Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	16.67	31.67	38.98	38.33
Female	83.33	68.33	61.02	61.67
Total	100.00	100.00	100.00	100.00



Mean Pay Gap % In each Quartile	1.01 Lower	1.68 Lower Middle	1.32 Upper Middle	-1.05 Upper
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2019 Gender Pay Gap

St Bartholomew's School has reviewed Gender Pay across the School workforce and are confident that men and women are paid fairly for the same and similar jobs. The School complies with National Pay Scales for both Teachers and Support Staff. The average (Mean) Gender Pay Gap is 13.8% (compared to 14.1% in 2018) and Median 30.8% (compared to 22.9% in 2018).

As a public sector employer with over 250 staff, we have provided data from the snapshot date of 31 March 2019.

A large number of the School's Support Staff have term-time only contracts and do not work 52.143 weeks of the year. Therefore, the known hourly rate has been used for these staff, so that the data is not skewed by term time only contracts.

The Gender Pay Gap continues to be driven by the under-representation of men in lower quartile roles within the School as these tend to be part-time and term-time only.

Within the Leadership Team and Management positions within the School there continues to be a balance between men and women and this was further enhanced by the Leadership restructure effective from 1 September 2018.

In the Upper Quartile there is no Gender Pay Gap and in fact women are on slightly higher pay than men at this School.

The School operates with a relatively flat organisation structure.

The School does not pay any bonuses to any staff.

The School has 239 relevant full-pay employees of which 69% are Women and 31% are Men.


The National Pay Scales for Support Staff effective from 1 April 2018 were weighted at the lower end of the scale, with those at the lower end of the scale receiving greater rises in salary.

Priorities for 2019

We continue to invest in staff through the Appraisal Process and encourage continuous professional Development for all staff.

We are committed to supporting requests for flexible working so that staff can balance their work/life commitments.

The School will be following the National Pay Scales for Support Staff effective from 1 April 2019 which are weighted at the lower pay ranges and will be reviewing the pay scale ranges for all support staff posts in line with the recommendations.

Signed: 
Headteacher J Mortimore

Date: 1/5/19