



King Edward's  
WITLEY



Barrow Hills  
SCHOOL

### Gender Pay Gap Data 2020

King Edward's and Barrow Hills Schools are required to submit a Gender Pay report based upon combined data from 5<sup>th</sup> April 2020. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require the following sets of data to be published:

- Difference in the **mean** hourly rate of pay between male and female employees
- Difference in the **median** hourly rate of pay between male and female employees
- Proportions of male and female employees in each of **four equal pay quartiles**

*The Schools do not have a formal bonus structure, so the requirement to report on bonus payments does not apply.*

The results for King Edward's and Barrow Hills Schools are:

**Mean gender pay gap:**           **5.37%**           (2019: 10.1%, 2018: 13.1%, 2017:16.2%)  
**Median gender pay gap:**       **7.92%**           (2019: 12.9%, 2018: 18.0%, 2017: 15.3%)

The proportion of male and female employees when divided into four equal groups ordered from lowest to highest pay are as follows:

	Mean Hourly Rate	Median Hourly Rate	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total Employees
<b>Male</b>	<b>£20.46</b>	<b>£19.74</b>	<b>37.7%</b>	<b>29.5%</b>	<b>36.1%</b>	<b>41.9%</b>	<b>89</b>
<b>Female</b>	<b>£19.36</b>	<b>£18.17</b>	<b>62.3%</b>	<b>70.5%</b>	<b>63.9%</b>	<b>58.1%</b>	<b>156</b>
Total Employees							<b>245</b>

Our results show that the pay gap compares very favourably with the national average of 15.5%<sup>1</sup>

Our commitment to ensuring equal pay for employees irrespective of gender is supported by pay scales that are reviewed annually, and which reflect both experience and performance, monitored through a system of appraisals, and lesson assessments in the case of teaching staff.

In common with most educational organisations<sup>2</sup>, King Edward's and Barrow Hills Schools employ more females than males, so whilst the overall pay gap derives from a greater concentration of female staff in lower paid roles, the genders are balanced proportionately in the upper quartiles where there is still a majority of female employees amongst the highest paid roles.

We will continue to support equality in the workplace, to monitor the pay gap annually and strive to improve the disparity through initiatives that are within our control.

#### Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Caroline Gallop  
Head of Human Resources

<sup>1</sup> Source: Annual Survey of Hours and Earnings (ASHE) 2020 - Office for National Statistics (April 2020)

<sup>2</sup> Source: School Workforce in England: 25<sup>th</sup> June 2020 – Department for Education (November 2019)