

## **Sevenoaks School – Gender Pay Statement**

### **April 2020**

Founded in 1432, Sevenoaks enjoys a global reputation as a centre of academic excellence and a flagship school for the International Baccalaureate. A co-educational day and boarding school, it offers a stimulating, intellectually demanding and balanced education for pupils from the age of 11 to 18.

With over 1170 pupils of 49 different nationalities, the student body is lively, cosmopolitan and open-minded. Boarding is an important element in the school's daily life and ethos, and about 390 pupils board in the seven boarding houses.

Sevenoaks was the Sunday Times Independent Secondary School of the Year 2018 and 2008. It was the second highest achieving large-cohort IB school in the world in 2018 and 2019. It was rated the top independent IB boarding school 2018 and also the top fully co-educational IB school in the UK by Best Schools (Education Advisers Ltd).

Sevenoaks School is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, relationship status, pregnancy, parental responsibility, sexual orientation, gender reassignment or disability.

The school's staff are paid rates that are commensurate with their qualifications, skills and ability to carry out their respective roles. Teachers are paid irrespective of gender on an incremental salary scale determined by competence, experience, contribution to the school and level of responsibility. Support staff pay is regularly reviewed with appropriate benchmarking to ensure pay accurately reflects the level of skill and responsibility, again irrespective of gender.

Sevenoaks School is required by law to publish an annual gender pay gap. This is its report for the snapshot date of 5 April 2020.

### **Summary**

- The mean gender pay gap is 10.1%
- There are broadly equal numbers of men and women in the top two pay quartiles
- The gender pay gap is negative in the top three quartiles meaning on average women are paid more than the men in these groups
- There are more women than men in the lower two pay quartiles (by ratios of 2 and 2.5 to 1)
- The mean gender pay gap of 10.1% is therefore a statistical outcome of the over-representation of women in the lower two pay quartiles.

### **Gender Pay Report**

#### **Base Pay**

The mean gender pay gap is comparable to the School's last report, being 9.2% in 2018 and 10.1% in 2020.

In the top two pay quartiles, which predominantly comprise the teaching and other

professional staff of the school, men and women are broadly equally represented. Both of these quartiles have a negative pay gap which means that women have a higher rate of pay. Women are well represented in the senior leadership team with the Acting Head, Bursar, one of the three Deputy Heads and the Director of Operations all being female.

In the lower two quartiles, which predominantly comprise the school’s administrative, maintenance and cleaning staff, the majority of staff are female, by a ratio of approximately 2 and 2.5 to 1. The lower middle quartile has a negligible pay gap in favour of women (-0.5%) while the lower quartile has a reasonably modest gender pay gap in favour of men (5.1%).

The school believes that this information demonstrates that its overall mean gender pay gap of 10.1% is a result of the varying roles in which men and women work within the organisation and the salaries that these roles attract, rather than any underlying difference in treatment between men and women.

**Bonus Pay**

Bonus payments are decided at the end of each academic year. In 2020 bonuses were awarded to 45 employees out of 504. Out of these 45 awards, approximately equal numbers of men and women received a bonus, with 23 awarded to women and 22 to men. Awards are made on a discretionary basis to individuals at all levels within the organisation and are given in respect of an exceptional one-off contribution to the life of the school. The mean bonus pay gap is -51.9% and the median bonus gender pay gap is -100% in favour of women indicating women on average received higher bonuses than men. However, because of the relatively small numbers involved, modest differences in the level of individual awards can have a disproportionate impact on the reported statistics.

**Gender Pay Gap Tables**

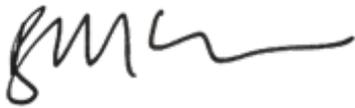
Mean gender pay gap	10.1%
Median gender pay gap	28.6%
Mean gender bonus gap	-51.9%
Median gender bonus gap	-100%
The proportion of male employees in Sevenoaks School who received a bonus	10.7%
The proportion of female employees in Sevenoaks School who received a bonus	7.7%

Band	Males	Females	Mean Gender Pay Gap**
Lower Quartile	37.3%	62.7%	5.1%
Lower Middle Quartile	28.6.%	71.4%	-0.5%
Upper Middle Quartile	47.6%	52.4%	-0.1%
Upper Quartile	49.2.%	50.8%	-5.5%

\*\* A negative pay gap number means that women have a higher rate of pay than men

Sevenoaks School is committed to meeting its obligations to publish an annual gender pay gap report and takes gender equality and pay seriously. We will continue to review relevant internal policies and the underlying data to establish any patterns or trends over time. We will also review and assess the impact of any initiatives undertaken to mitigate further the gender pay gap.

I confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'BMcClure', with a long horizontal flourish extending to the right.

Brigid McClure  
Bursar and Clerk to the Governors  
Sevenoaks School  
30 September 2021