

Sevenoaks School Gender Pay Report, April 2021

Introduction

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

Sevenoaks is the top large-cohort IB school in the UK and among the top five globally. In recent years it has been the second highest achieving large-cohort IB school in the world. Sevenoaks is also the top co-ed all-IB boarding school in the UK, according to Best Schools (Education Advisers Ltd), and features in their top ten IB Boarding Schools list for 2021. The Sunday Times named Sevenoaks School Independent Secondary School of the Year in 2018 and 2008.

With over 1160 pupils of 70 different nationalities, the student body is diverse, lively 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, with an eighth house currently under construction.

The school is committed to ensuring that equity, diversity and inclusion are at the very heart of our culture and community, and that all students and staff have an equal opportunity to achieve their full potential to flourish. We embrace our duties under the Equality Act 2010 to foster respectful and dignified relationships amongst the school community, and in particular to ensure that there is no discrimination against members of the community on grounds of any protected characteristics, including gender.

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.

As an employer of over 250 staff, Sevenoaks School is required by law to publish an annual gender pay gap report. This report reflects the school's staffing on the snapshot date of 5 April 2021.

Summary headlines

- 433 workers were considered 'full pay relevant employees' at the snapshot date and were used in the reporting of hourly pay gap statistics. Of these 59.7% were women and 40.3% were men.
- The mean gender pay gap was 3.1% reflecting the school having a good level of representation of women in senior positions within the organisation.
- The median gender pay gap was 16% reflecting the higher representation of women in the lower two pay quartiles, where women outnumber men at a ratio of approximately 2:1.
- 10.6% of male employees and 7.2% of female employees received a bonus.
- Women receiving a bonus on average received a larger bonus than men, with the mean gender bonus gap of -51.9% and a median gender bonus gap of -100%.

Base Pay

The mean pay gap of 3.1% was primarily driven by a good representation of female staff in senior positions on the snapshot date of 5 April 2021, including the Bursar, Senior Deputy Head and Deputy Head (Pastoral), Director of Property and Director of Operations. In the top pay quartile, which

predominantly comprises the leadership and senior teaching and professional staff of the school, men and women are broadly equally represented.

The school had a higher representation of women by a ratio of approximately 2:1 in the lower two pay quartiles, which predominantly comprise the school's administrative, maintenance and cleaning staff. The median gender pay gap of 16% was therefore primarily driven by the varying roles in which men and women work within the organisation and the particular salaries that these roles attract, rather than any underlying difference in treatment between men and women. Salaries are benchmarked against internally relating to the level of skill and responsibility of the role and external market rates.

The following table shows a breakdown of male and female staff and the mean and median gender pay gaps (GPG) by quartile. The negative mean gender pay gap in the upper and lower middle quartiles means that women had on average a higher rate of pay than men in those quartiles.

<i>Band</i>	<i>Male</i>	<i>Female</i>	<i>Mean GPG</i>	<i>Median GPG</i>
Upper quartile	46.8%	53.2%	-17.8%	0.04%
Upper middle quartile	43.5%	56.5%	1.1%	2.4%
Lower middle quartile	37.0%	63.0%	-4.8%	-6.43%
Lower quartile	34.3%	65.7%	8.5%	4.23%

Bonus Pay

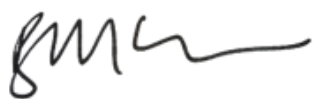
The data below relates to bonus payments paid from April 2020 to March 2021.

In the sample of 528 staff considered 'relevant employees' to calculate the bonus pay gap, 60.6% were female, 39.4% were male.

Bonus payments were decided at the end of the academic year and awarded on a discretionary basis to individuals at all levels within the school to recognise exceptional contributions to the life of the school. In this reporting year 45 of 528 staff received an award, mostly in recognition of additional efforts during the Covid-19 pandemic. Out of these 45 awards, approximately equal numbers of men received a bonus, with 23 awarded to women and 22 to men. The mean bonus pay gap was -51.9% and the median bonus gender pay gap was -100% in favour of women, indicating that 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.

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.



Brigid McClure, Bursar and Clerk to the Governors and Trustees
Sevenoaks School
1 April 2022