

Sevenoaks School Gender Pay Report, April 2022

Introduction

Founded in 1432, Sevenoaks School enjoys a global reputation as a centre of academic excellence and a flagship school for the International Baccalaureate Diploma Programme. 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 School is the top co-educational independent school in the UK in *The Sunday Times* Parent Power 2023 guide. We are Spear's School of the Year 2022, recognised for our innovative approach to education, outstanding academic results, excellent pastoral care and use of technology.

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 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 2023.

Summary headlines:

- 456 workers were considered 'full pay relevant employees' at the snapshot date and were used in the reporting of hourly pay gap statistics. Of these 60% were women and 40% were men.
- The mean gender pay gap was 19.7% reflecting the school having a large representation of women in the lower two quartiles within the organisation.
- The median gender pay gap was 25.8% reflecting the higher representation of women in the lower two pay quartiles, where women outnumber men at a ratio of approximately 2:1.
- No employees received a bonus during the reporting period.

Base Pay

The mean pay gap of 19.7% was primarily driven by the way in which we are required to calculate hourly rates, causing distorted rates of pay for a specific group of staff. This resulted in 3 of the highest 4 hourly rates within the school being from this group, all of whom were male. In reality, their known rates of pay would not have put them in this quartile. If we had used our known rates of pay rather than the required calculations, the mean pay gap would have been 5.4%.

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 28.8% 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 by relating to both internal roles of a similar level of skill and responsibility of the role and by comparing to external market rates.

The following table shows a breakdown of male and female staff and the mean gender pay gaps by quartile. Each of the mean gender pay gap percentages shows that men had on average a higher rate of pay than women in all quartiles.

| Band | Male | Female | Mean GPG | Median GPG |
|-----------------------|---------------|---------------|----------|------------|
| Upper Quartile | 50.9% (58) | 49.1% (56) | 11.4% | 3.7% |
| Upper Middle Quartile | 41.2% (47) | 58.8% (67) | -0.4% | 1.8% |
| Lower Middle Quartile | 38.6% (44) | 61.4% (70) | -2.9% | -4.9% |
| Lower Quartile | 28.1% (32) | 71.9% (82) | 2.5% | 0.8% |

I confirm that the information in this statement is accurate.



Darren Davies, Interim Bursar and Clerk to the Governors and Trustees

Sevenoaks School

05 June 2023