

Sevenoaks School Gender Pay Report - April 2023

Introduction

In 2017, the Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

The gender pay gap is the difference between the average hourly pay of men and women in an organisation and includes the mean and median gender pay gaps, together with the proportions of male and female employees in each pay quartile. If bonuses are paid, this is also reported on in the same way.

If a workforce has a particularly high gender pay gap, this may indicate that there are issues (such as fewer routes to progression for females) to deal with, and the individual calculations may help to identify what those issues are. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

About Sevenoaks School

Sevenoaks School enjoys the distinction of being one of the UK's longest established schools, offering an innovative approach to education, an ethos of lifelong learning, strong pastoral care and a culture of mutual respect. We provide an excellent co-curricular programme and social events for students and staff, and both academic and support staff benefit from this culture.

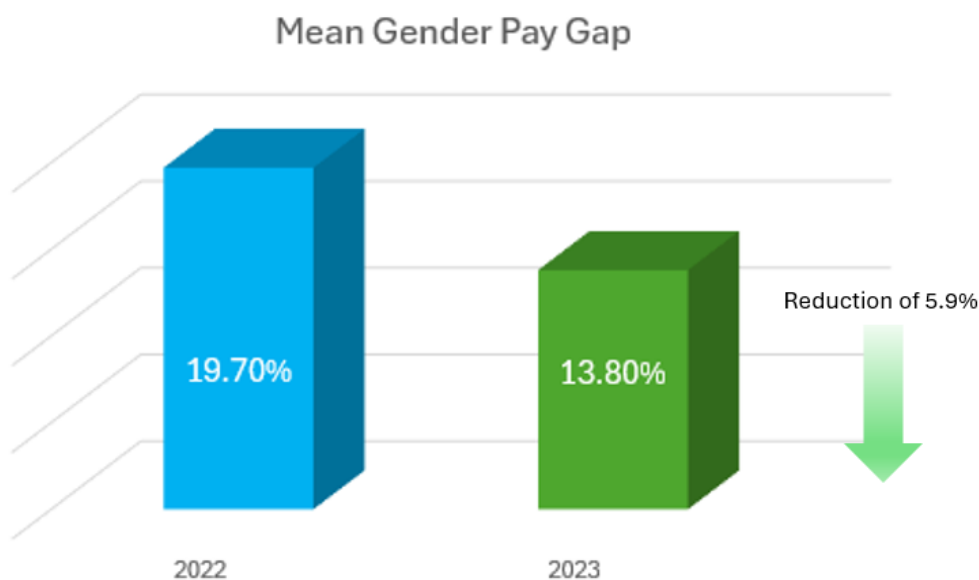
Our co-educational day and boarding school has a beautiful 100-acre campus, next to Knole Park and in the centre of Sevenoaks. The first-class facilities include a state-of-the-art performing arts centre, a sports centre with swimming pool, a theatre, eight boarding houses and a health centre.

We believe that having a diverse staff body enhances our school. We employ staff in academic, pastoral and co-curricular roles and also in administration and professional support, IT and operations, in the school sports centre, the health centre, our estates department, performing arts centre, summer programmes and other areas.

Summary headlines:

- 403 workers were considered 'full pay relevant employees' at the snapshot date and were used in the reporting of hourly pay gap statistics. Of these 61% were women and 39% were men.

- The mean gender pay gap was 13.8% reflecting the school having a large representation of women in the lower two quartiles within the organisation.
- The median gender pay gap was 33.3% 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.
- The mean Gender Pay Gap reduced by 5.9% compared to the previous reporting year, meaning the difference between male and female average hourly pay has improved.

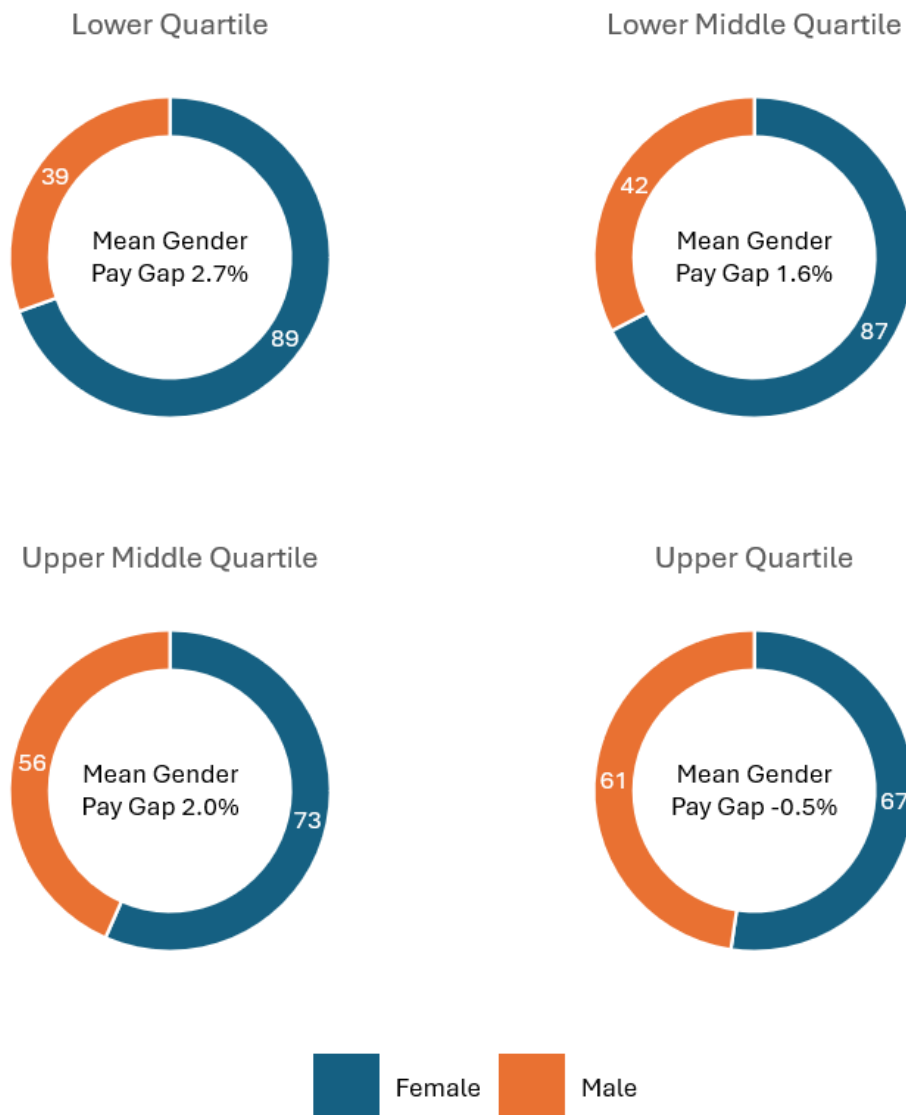


Base Pay

The mean pay gap of 13.8% was primarily driven by the larger proportion of women in the bottom two quartiles.

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 33.3% 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 charts show 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 the three lower quartiles, with the upper quartile showing a small shift towards higher average hourly rate of pay for women.



How are we doing?

Last year our mean Gender Pay Gap was 19.7%, this has reduced to 13.8% for the current reporting year which is a positive change in the right direction. In addition, the mean Gender Pay Gap in the Top Quartile has swung from 11.4% to -0.5% which suggests more females are in higher paid roles than were at last year's snapshot date.

We continue to introduce and update policies and initiatives that will further reduce the Gender Pay Gap whilst ensuring equity of opportunity for all of our employees.

I confirm that the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'Darren Davies', with a horizontal line extending to the right.

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

Sevenoaks School

7 March 2024