



St George's

WEYBRIDGE

St George's, by having more than 250 employees, is required to analyse and publish the average rates of pay for our male and female employees, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The "snapshot" date being 5 April 2019.

We must analyse and report on the average rates of pay for our male and female employees, providing the following information on both our own website and a government website. We will do this within one calendar year of April 5 2019.

Mean Gender Pay Gap:

Using the mean average pay, female employees are paid 15% less than male employees.

Median Gender Pay Gap:

Using the median average pay, female employees are paid 23% less than male employees.

Pay Quartiles

Top Quartile	51% male	49% female
Upper Middle Quartile	27% male	73% female
Lower Middle Quartile	32% male	68% female
Lower Quartile	20% male	80% female

Commentary:

At St George's Weybridge men and women are paid equally for doing equivalent jobs across the organisation and are treated equally on appointment, and throughout their careers at the Schools.

Our gender pay gap remains primarily due to **having far fewer men in the two Lower Quartiles**, for the reasons detailed below.

Our gender imbalance is heavily influenced by the number of part-time or term-time roles which fall largely in the lower half of the pay spectrum. Across the UK, including at St George's Weybridge, women applicants far exceed men for such roles. In many cases there are no male applicants for roles. This is especially true of staff who work with younger children, or within catering department roles, or those who seek term-time only roles due to carer responsibilities.

St George's Weybridge will continue to review rates of pay to ensure that they are unbiased and reflect the pay for similar roles in the wider market.

I can confirm that the calculations are an accurate representation of the St George's Weybridge position as at 5th April 2019.

Greg Cole

Bursar and Clerk to the Governors