



# St George's

WEYBRIDGE

St George's Weybridge is committed to the principles of equal opportunity, diversity and inclusion. We seek to attract and retain the very best inspirational staff and strive towards a staff body that reflects the diversity of our students and the local community.

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 2020.

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 18 months of April 5 2020. Of the 399 staff whose pay data is included within this report, 32 % were male and 68 % female. This includes staff working on both a full and part-time basis, both Teaching and Business staff.

### Mean Gender Pay Gap:

Using the mean average pay, female employees are paid 13% less than male employees.

### Median Gender Pay Gap:

Using the median average pay, female employees are paid 25% less than male employees.

### Pay Quartiles

Top Quartile	45% male	55% female
Upper Middle Quartile	32% male	68% female
Lower Middle Quartile	34% male	66% female
Lower Quartile	18% male	82% female

### Commentary:

The Gender Pay Gap is an equality measure and demonstrates the difference in average earnings across all male and female employees, regardless of role or seniority. It is a measure of gender balance. This is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. 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. We will also continue to promote flexible working wherever possible, alongside active career management for staff to equip them for current and potential future roles and progression.

I can confirm that the calculations are an accurate representation of the St George's Weybridge position as at 5<sup>th</sup> April 2020.

Greg Cole

Bursar and Clerk to the Governors