

Gender Pay Gap Report

April 2023



Legislative requirements

All UK companies with 250 or more employees on 5 April are required to publish specific gender pay information:

- Mean and median gender pay gap.
- Mean and median gender pay bonus gap.
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile by pay band.

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency.

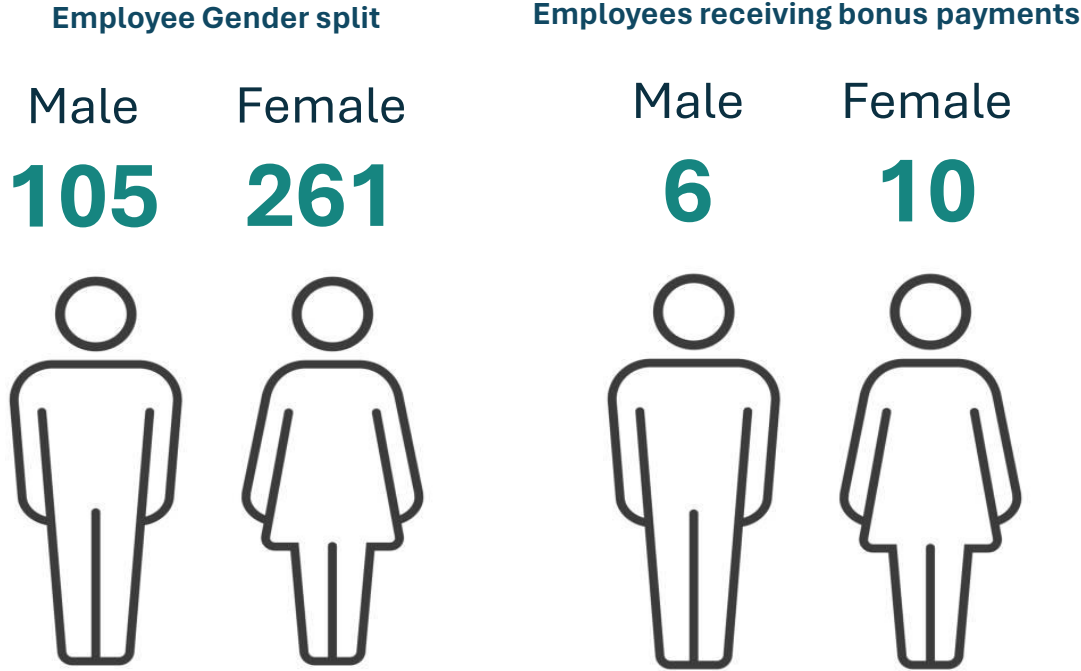
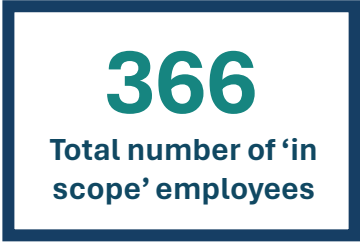
Context

Equal pay – relates to the law that employees must receive equal pay for equal work. It is illegal to pay two employees who perform the same role at the same level different wages.

The gender pay gap – relates to the mean and median amount of pay men and women receive within an organisation. The pay gap is not a measurement of different pay for equal work, but a snapshot of the amount that women earn, on average, less than their male counterparts within an organisation at all levels.

The figures set out below have been calculated using the standard methodologies used in the Equality act 2010 (Gender Pay Gap Information) regulations 2017.

Key Data



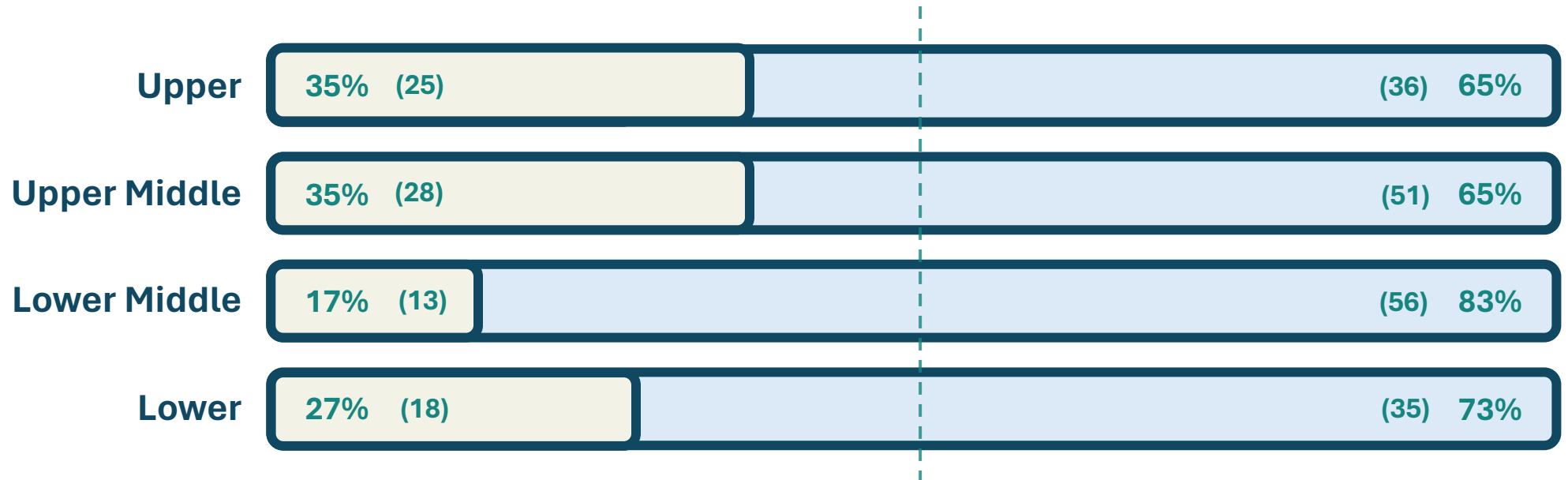
Hourly Pay Quartiles

Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands. Quartiles are calculated by ranking hourly pay for each employee from highest to lowest. The list is then divided into 4 equal sized groups of men and women.

The lower quartiles have a large sway towards part-time, term-time and flexible working roles which may appeal to those with dependants or caring responsibilities outside of the workplace. Interestingly, there are more women in the upper quartile representative of some more senior roles. Benenden School is committed to supporting staff in achieving work/life balance to the mutual benefit of both the staff member and the School. Women's earnings could be more affected by part-time work and career breaks to provide family care.

Male	
Female	
Employee Number	()



Pay Gap – the amount that women’s hourly pay rate is below men’s

9.5%

Mean Pay Gap

Mean Pay Gap

The difference in average hourly rates of pay that male and female employees receive.

24%

Median Pay Gap

Median Pay Gap

Taking the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

When comparing mean average pay, women’s mean hourly pay is **9.5% lower** than men’s.

The median hourly pay for women is **24% lower** than men’s.

Pay Gap Comparison

	April 2023	April 2022	April 2021
Mean Pay Gap	9.5%	10.7%	12.4%
Median Pay Gap	24%	36.1%	39.9%

The table above shows the 2023 pay gaps compared to those in the previous two years.

The mean gap has reduced by **1.2%** and the median gap by **12.1%** compared to 2022 and by **2.9%** and **15.9%** respectively compared to 2021.

Bonus Metrics



The regulations ask for bonus payments to be included in the metrics as “any extra reward payment for work undertaken”. It is a way of looking at the culture surrounding bonus payments predominately in large private sector companies. In our case, this includes merit awards, which are often small amounts of monetary value distributed on a discretionary basis. This means that these percentages are likely to change year on year dependant on who receives these awards.

0%
Median Bonus Gap

Median Bonus Gap

The difference in midpoints of the ranges of bonus pay received by men and women.

There is no differential between male and female awardees. The amount is the same.

76%
Mean Bonus Gap

Mean Bonus Gap

The difference in average bonus pay that male and female employees receive.

As the workforce is predominately female, this means a larger number is used when dividing the bonuses, making the average smaller.

Bonus Comparison

	April 2023	April 2022	April 2021
Mean	76%	4.42%	60.59%
Median	0%	65%	40%

In 2022-23, 16 employees received a merit bonus. 5% of male and 3% of female employees received a bonus.

Benenden School: Closing the Gap



Understanding the Gender Pay Gap

The factors influencing our gender pay gap are multiple and varied. Some of these are within our control and influence, while others point to wider industry or societal issues. Across the School, we continue to have a greater number of women than men working in more junior, administrative or lower paid, service-driven roles. This make-up of more women in lower paid roles is what creates our gender pay gap.

Our Commitment

Benenden School is committed to reducing our gender pay gap and want everyone to have the opportunity to fulfil their career aspirations and reach their potential, regardless of their gender.

We are committed to a policy of inclusion that sees the diverse population of its staff, students and governors as one of its greatest strengths. To ensure that everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the heart of our ethos. We value diversity and are intentionally inclusive in our behaviours and culture.

We appoint people to roles based entirely on talent and merit, regardless of age, race, gender, marital status, sexual orientation, disability, gender identity, or religion and belief. The language and activities we adopt in our recruitment process are reflective of our inclusive culture. In determining the reward for our staff we balance several factors, including the general economic climate and external market for the types of roles that we offer.

We continue to take actions to address any gaps including through wider policies and activities to make sure our practices are proactive.

Our organisation employs more women than men and our recruitment processes already include a range of women. We already use skill-based assessments and structured interviews with technical and competency-based questions to ensure that there is no gender bias.

Future plans include the following:

- Review of support staff pay, terms and conditions, and development opportunities.
- Review of recruitment to ensure it is inclusive, free from unconscious bias, creative and effective.
- Review of EDI training and development.
- Review our workforce data (e.g. age/gender profiles) and ensure our workforce projects (e.g. equality, diversity and inclusion and employer of choice) align. Our aspiration is to further reduce our gender pay gap and create an inclusive culture for all staff.

We encourage our staff to undertake qualifications and professional development in several ways, including the apprenticeship route, and this is something that we intend to enhance over the next 12 months to encourage more professional development.

I confirm that the data published in this report is accurate.

Angela Higgs
Interim Director of Finance & Operations