

Blundell's School Gender Pay Gap Report as at 5th April 2024

As an employer of more than 250 staff, Blundell's School is required to publish certain data measuring what is known as our gender pay gap. The requirement is, by 4th April each year, to publish data relating to pay of staff as at 5th April the previous year.

The data to be published is as follows:

1. difference between the **mean** hourly rate of pay between male and female employees
2. difference between the **median** hourly rate of pay between male and female employees
3. proportions of male and female employees in each of four equal **pay quartiles**
4. difference between the mean bonus pay paid to male and female employees
5. difference between the median bonus pay paid to male and female employees
6. proportions of male and female employees who were paid bonus pay

At Blundell's School, no bonuses are paid and therefore there is no data to report in respect of requirements 4, 5 or 6.

What is the difference between "mean" and "median"?

Mean is what is commonly used as the "average", where all hourly rates are added together and divided by the number of employees. Median is the middle value when hourly rates of each individual employee are placed in numerical order.

What does the pay quartiles data represent?

The hourly rate of all staff is used to place it into four quartiles, with an equal number of staff in each across both support and teaching staff. The percentage of men and women is then calculated within each quartile.

Blundell's data

Our mean gender pay gap is **22.15%** (a reduction from 26.98% in 2023)

Our median gender pay gap is **25.92%** (a reduction from 33.20% in 2023)

Proportions of male and female staff in four pay quartiles is as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	14.94%	40.23%	40.23%	54.02%
Women	85.06%	59.77%	59.77%	45.98%

Teaching staff are remunerated according to an incremental pay scale, with transparent salaries that are readily accessible to all employees. These salaries reflect professional progression based on experience, specific responsibilities, and any additional management duties undertaken. Support staff are compensated based on market-specific rates for each role, ensuring their pay reflects the complexity and value of the work they perform. We

regularly benchmark and review our pay rates to ensure they remain fair, competitive, and aligned with industry standards, both locally and in comparison to similar independent schools.

What does our gender pay gap tell us?

The data reflects the rates of pay across all staff at Blundell's, regardless of the nature of the role, or an individual's seniority or experience. It's important to note that a gender pay gap does not imply inequality in pay for men and women in equivalent roles. At Blundell's, staff are compensated fairly based on the specific role they perform, rather than their gender.

Blundell's employs a total of 348 staff, with 218 women, which accounts for 26% more female staff than male. The data presented includes the hourly rate of every employee, whether full-time or part-time, year-round or term-time only. The Upper and Upper Middle Quartiles are more evenly split between men and women, while the Lower Middle and Lower Quartiles are predominantly composed of women.

This distribution can largely be attributed to the flexibility offered in many roles, which accommodate personal commitments and lifestyles. As a result, many lower-paid roles, which often involve fewer hours, are filled by women working part-time or term-time. This factor contributes to the median gender pay gap, as the majority of these flexible roles tend to be lower-paid positions. Additionally, the lower quartiles experience more fluctuation due to a significant portion of these roles being subject to the National Living Wage (NLW).

Despite the concentration of women in the lower quartiles, nearly half of our highest earners are women, which demonstrates Blundell's ongoing commitment to supporting the career progression of women in the workplace. The school continues to foster a culture where career growth and opportunity are open to all, regardless of gender.



Bart Wielenga

Head

April 2024