



View of Sherborne Girls

Gender Pay Gap Report

April 2024



HANFORD
PREP



SHERBORNE
GIRLS

Sherborne Girls Group Gender Pay Gap Report

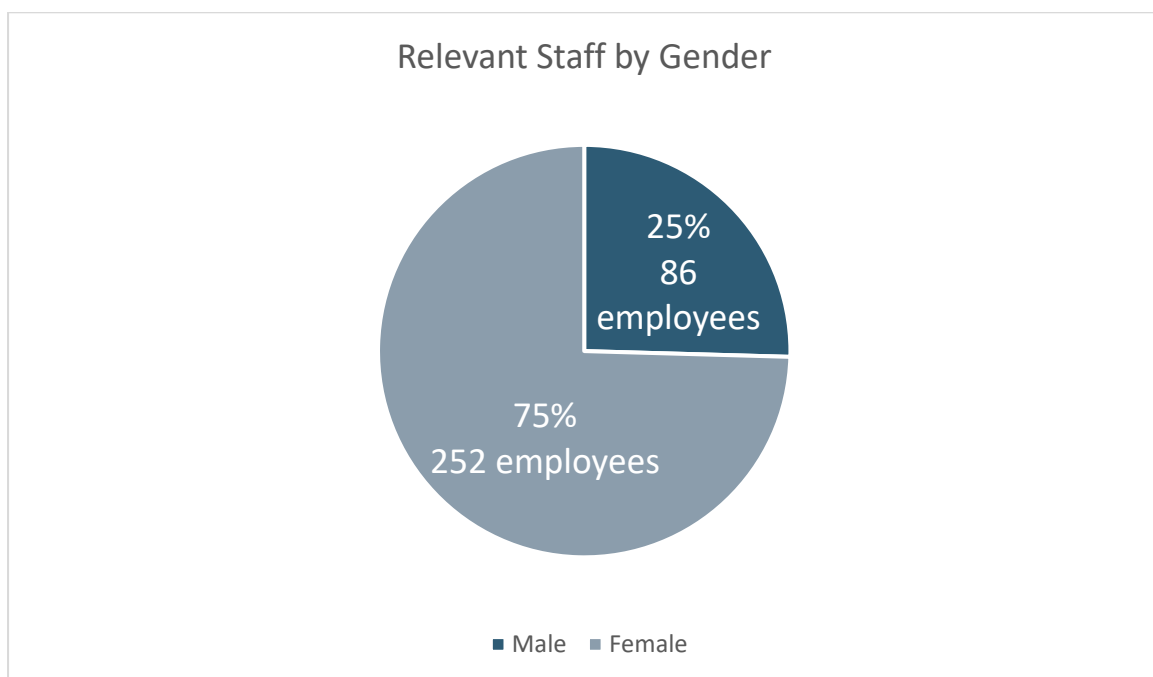
2024

Introduction

The Sherborne Girls Group, which includes Sherborne Girls and Hanford, is required to submit an annual gender pay gap report. This report provides snapshot data as of the 05 April 2024 and will be published on our website and on the government's online reporting service.

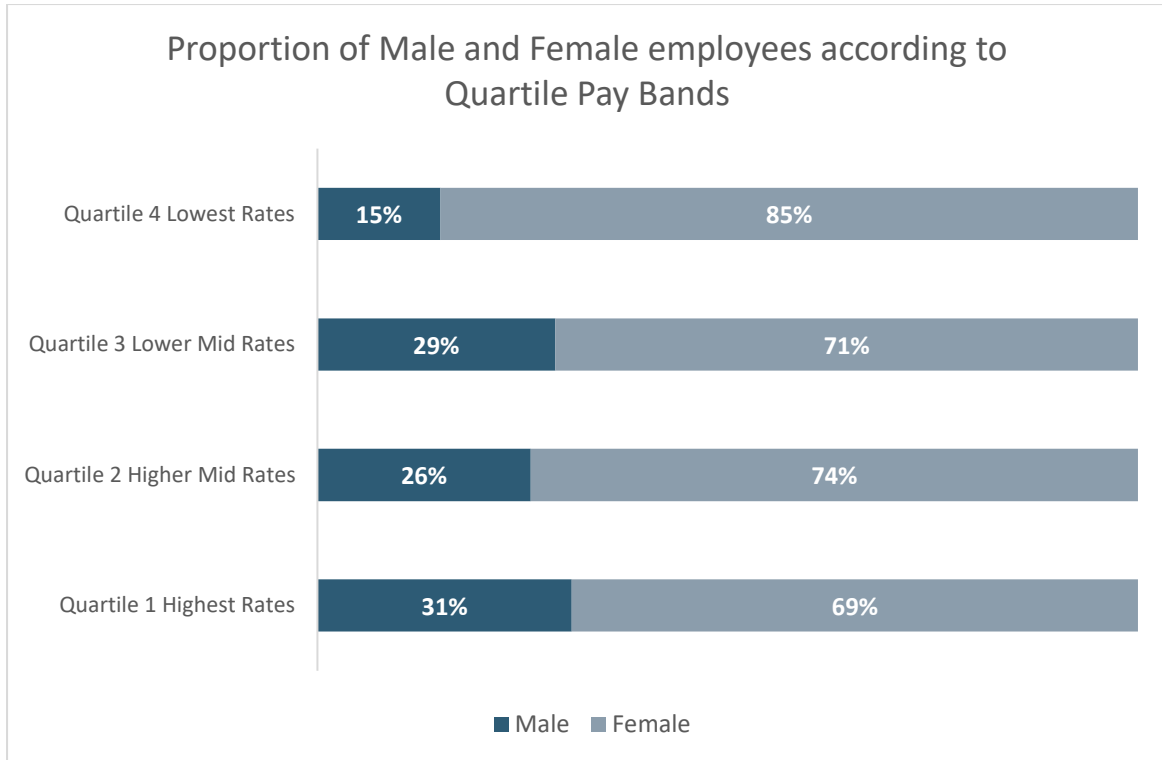
This report summarises data on individuals that meet the definition of employee under the Equality Act 2010.

Our Staff

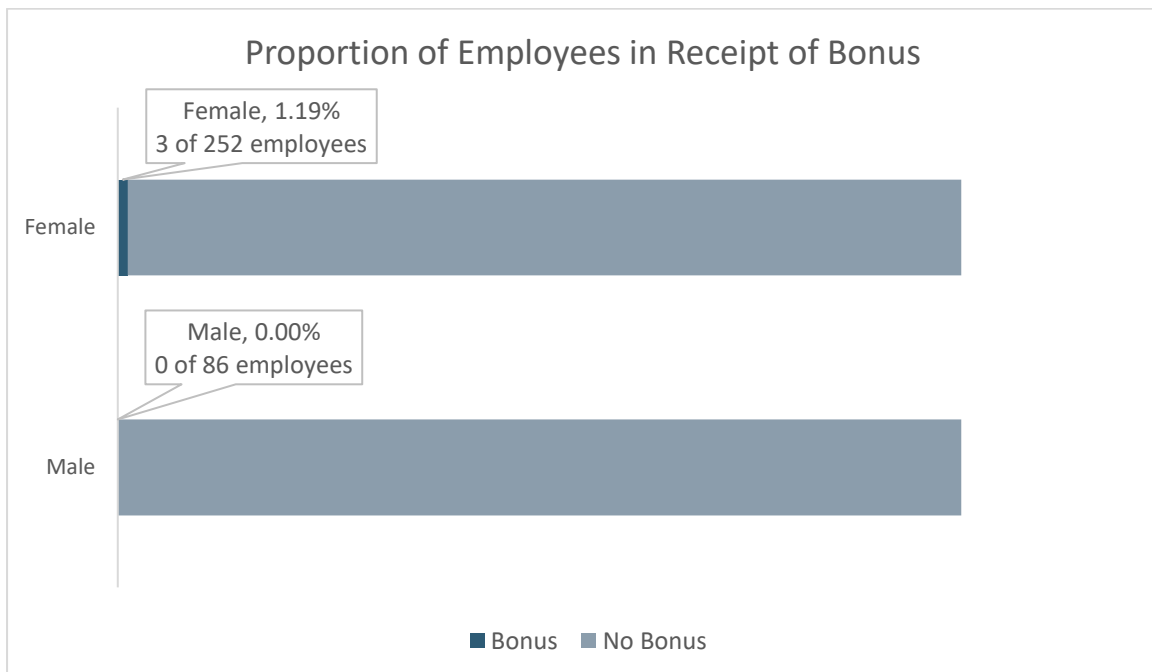


Our Data – Pay

Pay Gap Difference between Male and Female Employees	
Median	Mean/Average
14% ↓	6.1% ↓
lower for women	lower for women
Nationally the gender pay gap was 13.1% lower for women in 2024.	



Our Data – Bonus



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Context and Narrative

The Sherborne Girls Group is committed to equal opportunities, inclusivity and equal treatment for **all** employees. Staff are remunerated based on their service, level of experience, their professional performance and wider contribution to the Group, remuneration is benchmarked on a national and local basis to ensure it reflects the value and complexity of work undertaken. Male and Female staff are treated equally on appointment and throughout their careers with Sherborne Girls, Hanford and their subsidiaries. The Group provides fantastic career opportunities for all staff.

As this is the first year that data about Hanford staff has been included in the report, any comparisons to previous years are limited.

We are confident that our gender pay gap does not stem from paying men and women differently for equivalent work but is a result of the composition and distribution of the organisation and the roles in which men and woman work, and the salaries that these roles attract.

Our Commitment

The Sherborne Girls Group is committed to doing all it can to reduce the gap. However, it also recognises that its scope to act is limited in some areas, for example it has limited influence over individuals' career and life choices.

The Sherborne Girls Group is taking the following steps to promote gender diversity in all areas:

- Promoting good workplace wellbeing
- Offering and promoting flexible working where able to do so
- Providing equality training
- Promoting equality in all recruitment activity
- Reviewing our approach to reward and recognition, including a full PayScale review
- Developing clear internal career and development pathways for all staff

I confirm that the information contained within this statement is accurate.

David Cole

Chief Operating Officer