

Sherborne Girls Gender Pay Gap Report

2022

INTRODUCTION

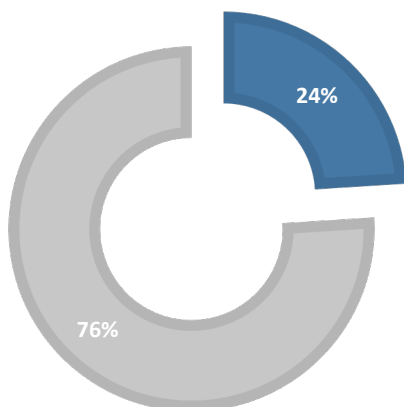
Sherborne Girls is required to submit an annual gender pay gap report. This report provides snapshot data as of the 05 April 2022 and will be published on our website and on the governments online reporting service.

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

OUR STAFF

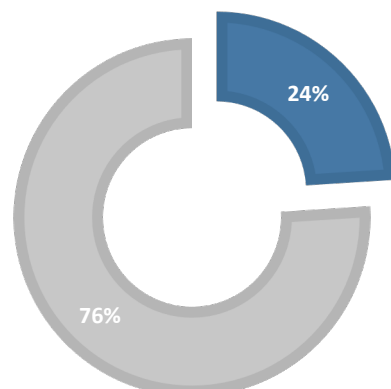
SHERBORNE GIRLS ALL STAFF BY GENDER %

■ Male ■ Female

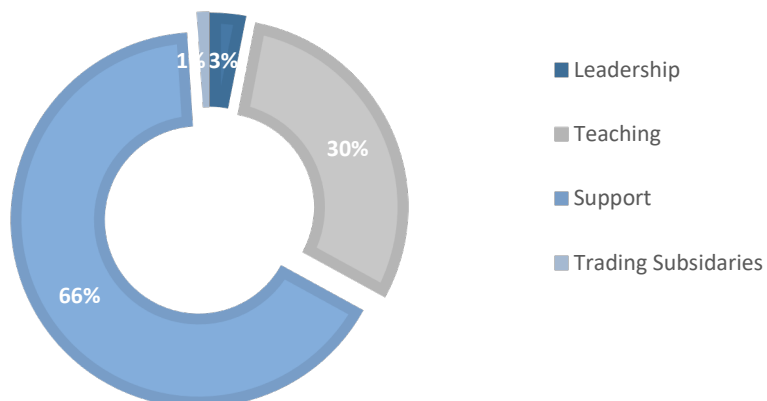


SHERBORNE GIRLS PAY RELEVANT STAFF BY GENDER %

■ Male ■ Female



SHERBORNE GIRLS PAY RELEVANT STAFF BY GROUP %



PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

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Median
19.28%↑

lower for women
(2.75% lower for women in 2021)

Mean/Average
10.20%↑

lower for women
(1.46% lower for women in 2021)

Nationally the gender pay gap was 7.9% for fulltime employees in 2021

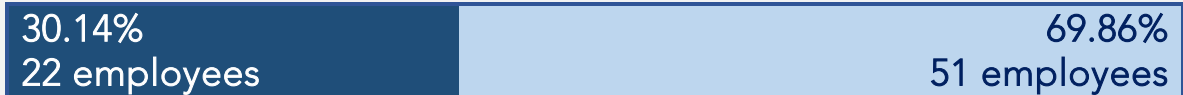
PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

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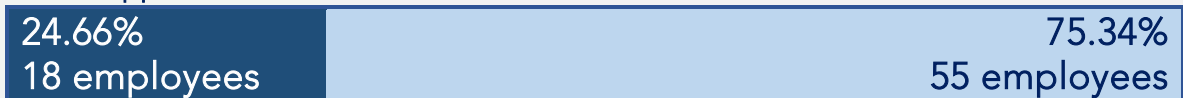
M

F

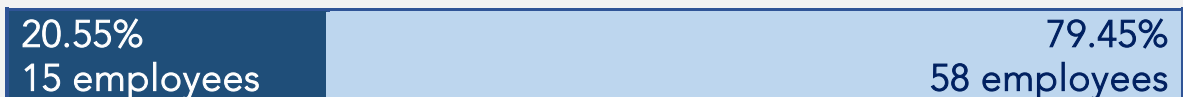
Upper Quartile



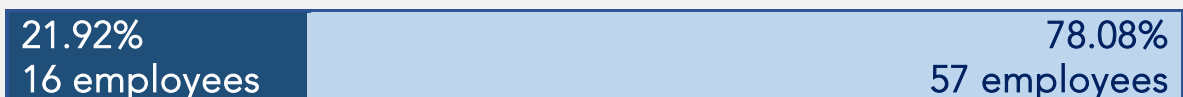
Upper Middle Quartile



Lower Middle Quartile



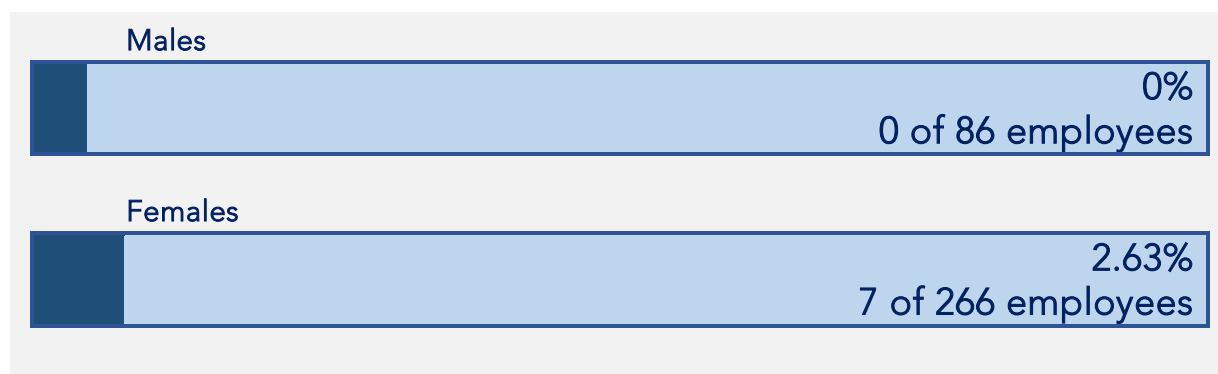
Lower Quartile



OUR DATA - BONUS

PROPORTION OF EMPLOYEES IN RECEIPT OF BONUS

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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

Sherborne Girls 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 School, 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 and its subsidiaries. The School provides fantastic career opportunities for all staff.

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

Sherborne Girls 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.

Sherborne Girls 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, implementation of a new full PayScale review to go live 2023
- Developing clear internal career and development pathways for all staff

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

Fiona Clapp

Bursar