

Gender Pay Gap Report – April 2017

From April 2017, all businesses with more than 250 employees are required to produce a report on the Gender Pay gap based on average earnings of male and female employees.

The following is based on information as at April 2017:

Mean Gender Pay Gap	16.9%
Median Gender Pay Gap	24.2%

Pay Quartiles

Quartile	Proportion of Males	Proportion of Females
Lower	18%	82%
Lower middle	38%	62%
Upper middle	28%	72%
Upper	47%	53%

Bonus Pay

Women's bonus pay is	25% lower (mean)	25% lower (median)
Who received bonus pay	0.6% of men	0.6% of women

The gender pay gap is the result of the nature of the School's workforce and the higher proportion of female staff in the support functions which are generally lower paid.

Felsted School is committed to equal opportunities and diversity in the workplace. We remain confident that all staff, regardless of gender, are paid according to their skills and qualifications.

Salaries are benchmarked on a regular basis and teaching staff are all paid on the same salary scale, irrespective of gender. The School will continue to monitor salaries paid to ensure that they remain fair and appropriate.

Discretionary one-off bonuses were paid for specific additional duties undertaken during the year. The higher bonus paid to the male was to reflect the difference in the duties undertaken.

I confirm that the data in this report is true and accurate.



Andrew Clayton
 Bursar
 April 2018