

## Gender Pay Gap Report – April 2018

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 2018:

Mean Gender Pay Gap	17.8%
Median Gender Pay Gap	20.8%

### Pay Quartiles

Quartile	Proportion of Males	Proportion of Females
Lower	24%	76%
Lower middle	33%	67%
Upper middle	30%	70%
Upper	46%	54%

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. The School will continue to monitor salaries paid to ensure that they remain fair and appropriate.

Discretionary one-off bonuses were paid to 0.3% of the female staff for specific additional duties undertaken during the year.

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

Andrew Clayton  
Bursar  
December 2019