



Gender Pay Gap Report

Clares Court HR

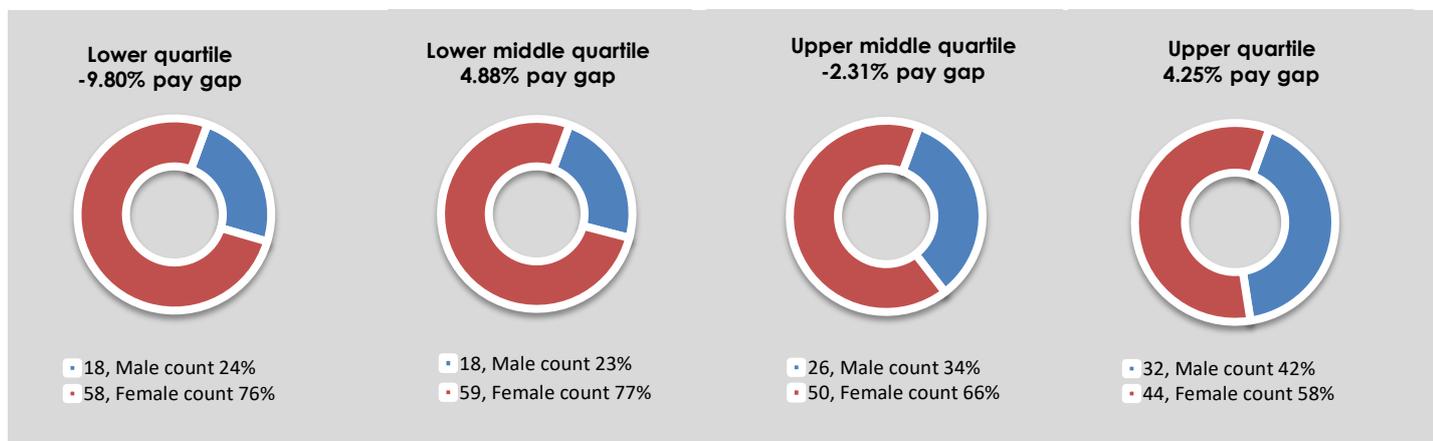
The Government published new Regulations relating to Equality in the workplace which came into force on 6 April 2017. The regulations apply to all schools with 250 or more relevant employees on the nominated date which was the 5 April 2017. We are required to analyse and report on our Gender Pay Gap which involves calculating average rates of pay for our male and female employees.

This is the report for the snapshot date of 5 April 2017.

Mean and median pay and bonus gap		
	Mean	Median
Gender Pay Gap	14.57%	25.55%
Gender Bonus Gap	0%	0%

Percentage of males and females in each pay quartile

The graphs below show Clares Court's workforce divided into four equal-sized groups based on hourly pay rates.



Why we have a gender pay gap

While we are confident that men and women are paid equally for doing equivalent jobs across Clares Court; our analysis shows that the pay gap exists primarily because of the distribution of women and men within different types of roles within our school, from cleaning to teaching.

Within each pay quartile, gaps are much smaller or non-existent. However, it is interesting to note that 58% of female employees fall in the upper quartile and 66% in upper middle quartile, which supports our belief that all employees, regardless of gender, are encouraged to progress their careers to senior roles within Clares Court.

A large proportion of women in our school (71%) work in support roles - a pattern that is similar across the education sector. We also have more women employees than men in our school overall: 69% women, compared with 31% men.

If we analyse those employees on the main teaching scale (T Scale), our mean pay gap reduces to 0%. This result helps us conclude that our pay gap is the result of distribution of roles.

How does Claires Court gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Claires Court gap compares positively with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 14.57%, Claires Court's mean gender pay gap is, therefore, significantly lower.

Equal Pay

Claires Court is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

Claires Court is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Hugh Wilding, Administrative Principal, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in blue ink that reads "Hugh Wilding". The signature is written in a cursive style with a horizontal line underneath the name.

Dated: 14 March 2018