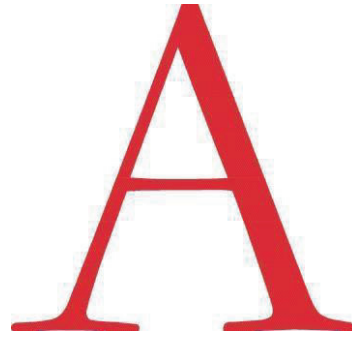


St Laurence Education Trust



AMPLEFORTH COLLEGE

*Gender Pay Gap Report*

*April 2024*



# ST LAURENCE EDUCATION TRUST

## Gender Pay Gap reporting – Supporting Narrative

St Laurence Education Trust is a charity which governs Ampleforth College. As a private sector employer of 335 full-pay Relevant Employees at the snapshot date, 5 April 2024, it is a legal requirement for St Laurence Education Trust to calculate, analyse and report on the gender pay gap between female and male employees as specified.

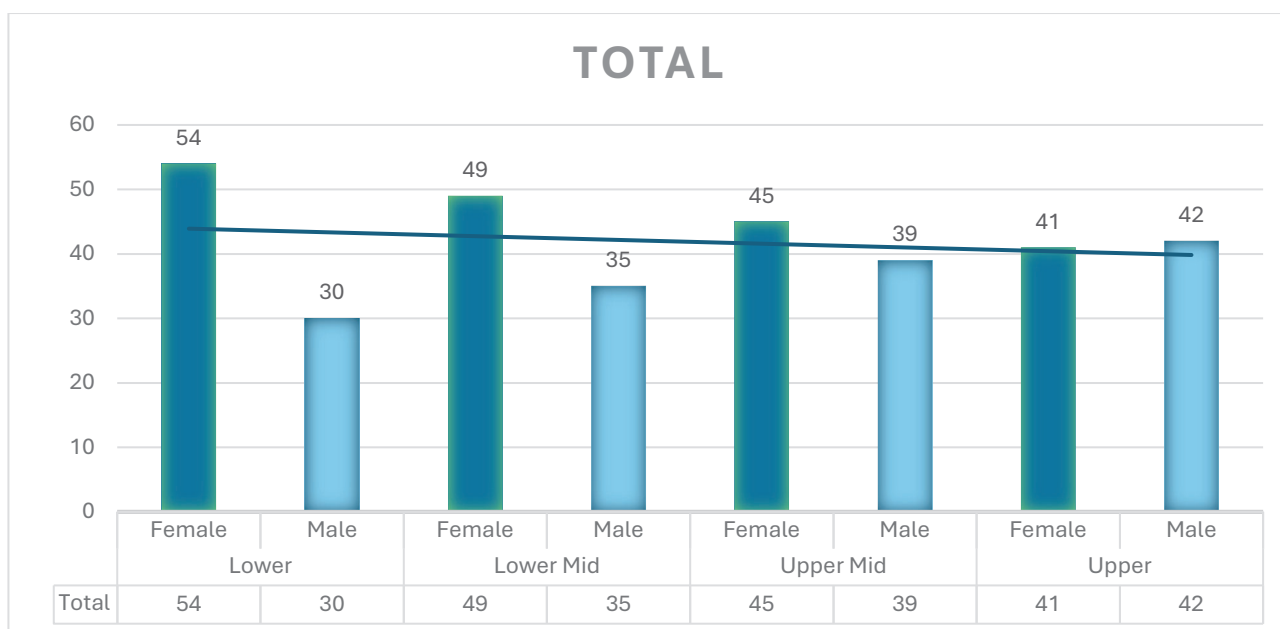
The gender pay gap measures the average (mean) and median difference hourly earnings between what men and women earn within the Trust.

This is not the same as equal pay, and men and women carrying out the same work or work of equal value receive the same hourly pay. Teaching staff are paid on a fixed pay scale and for senior leaders and all other staff, pay is role specific which is benchmarked internally and externally.

The school does not make bonus payments to employees and so this cannot be reported.

The majority of full-pay Relevant Employees are female [189 compared to 146 male] and there is an unequal distribution of female employees between the four quartiles (please see Figure 1 below):

**Figure 1 – Gender distribution across the four hourly pay quartiles**



The lower number of females in senior leadership positions is one contributing factor to the gender pay gap, which measures the difference between women’s and men’s average hourly rate regardless of the nature of their work. This is compounded by the converse gender distribution across the workforce as a whole.

From this table it is clear to see that almost two thirds employees in the lower two quartiles are female. The salaries of 54% of the total number of females fall within these quartiles compared to 44.5% of the total number of males, and just over a fifth of the total number of females are paid in line with the upper quartile. Compared to the reporting period of 5 April 2023, there is improved female representation in the upper pay quartile and a slightly improved distribution of the number of male employees across the four quartiles.

The gender pay gap figures need to be viewed in the context of an independent full-boarding school. The types of roles and size of the workforce is not typical of most secondary schools. 27% of staff are

employed in roles that attract a salary on or slightly above the National Living Wage (NLW); the majority of these staff are female. This is directly comparable to the previous reporting period.

Overall, the gender pay gap between female and male staff is 11%. The mean hourly rate for female employees is £17.80 compared to £20.01 for male employees. If one removed the Headteacher's salary from the calculation the gender pay gap falls to 8.34%. Overall, this is an improvement in the gender pay gap from 16.7% in 2023 and is due to key new appointments, structural changes and the increase in the NLW.

The gender pay gap within each quartile is more positive. The table below details the average and median hourly rates within the lower hourly pay quartile which are 0.8% and +1.9% respectively. This is slightly reversed within the lower middle hourly pay quartile and the mean hourly rate is -1.3%; however, within the upper middle hourly pay quartile average pay gap is +1.8%; and is pay gap is widest within the upper hourly pay quartile at +6.2%.

**Illustrated by Quartile:**

	Gender Split %		Mean Hourly Rate (£)		Gender Gap %*	Median Hourly Rate (£)		Gender Gap %*
	Female	Male	Female	Male		Female	Male	
Lower Hourly Rate Quartile	64.3	35.7	11.48	11.57	+0.8	11.44	11.66	+1.9
Lower Middle Hourly Rate Quartile	58.3	41.7	12.63	12.47	-1.3	12.69	12.38	-2.5
Upper Middle Hourly Rate Quartile	53.6	46.4	19.45	19.80	+1.8	19.55	19.80	+0.7
Upper Hourly Rate Quartile	49.4	50.6	30.52	32.53	+6.2	30.48	30.45	-0.1

**How we calculate the median and mean hourly rate gaps:**

The pay data is prepared in line with the Government guidance for employers and the methodology for calculating the mean and median gender pay gap for hourly pay, and percentage of men and women in each hourly pay quarter, is followed. The percentage figures are reported to one decimal place.

\* Positive and negative figures:

- A positive percentage shows that female employees have lower pay than males employed by the College
- A negative percentage shows that male employees have lower pay than females employed by the College
- If the pay is equal between men and women, this would be shown as a zero percentage

The impact of the increase in the NLW from 1 April 2025 is expected to be minimal on the gender pay gap for the next reporting period, and it is anticipated that the realignment of teachers' pay scales in September 2024 will have a slightly detrimental impact. There has been the appointment of a new Headmaster along with a number of other leadership changes during this academic year which are likely to have a positive impact on future figures. The impact of employment decision will continue to be impact assessed by senior leaders to ensure particular groups of employees are not adversely or disproportionately affected by decisions taken.