



AMPLEFORTH COLLEGE

Gender Pay Gap Report

April 2023



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 329 full-pay Relevant Employees at the snapshot date, 5 April 2023, 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.

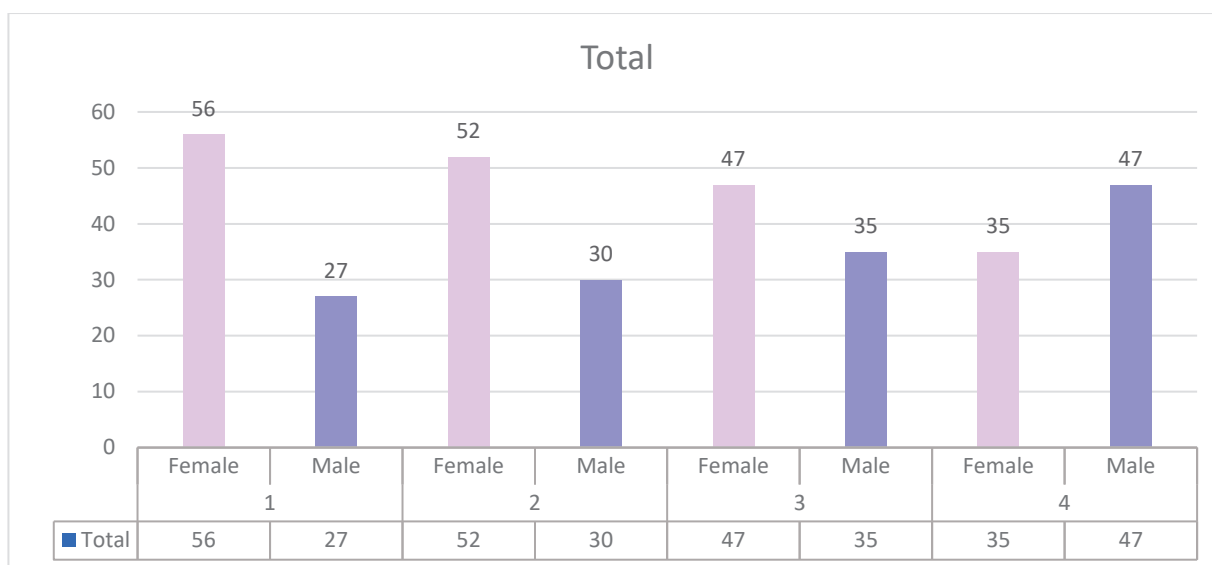
The gender pay gap measures the average (median) difference hourly earnings between what men and women earn within the Trust.

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 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 [190 compared to 139 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 there are almost double the number of female employees in the lower two quartiles compared to male counterparts. The salaries of 57% of the total number of females fall within these quartiles compared to 41% of the total number of males, and just less than 20% of the total number of females are paid in line with the upper quartile. This compares unfavourably to one third of male employees’ salaries falling within the upper quartile.

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. 28% 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.

Overall, the gender pay gap between female and male staff is 16.7%. The mean hourly rate for female employees is £12.09 compared to £17.52 for male employees. If one removed the Headteacher’s salary

from the calculation the gender pay gap falls to 13.7% and the mean hourly rate for male employees drops slightly to £17.31.

The gender pay gap within each quartile is more positive. The table below details the average and mean hourly rates within the lower hourly pay quartile which are -0.1% and +2.1% respectively. This is slightly reversed within the lower middle hourly pay quartile and the mean hourly rate is -3.6%; -4.6% within the upper middle hourly pay quartile; and -0.5% within the upper hourly pay quartile.

The impact of the increase in the NLW from 1 April 2024 is expected to be minimal, and the possibility of a monetary lump sum annual pay increase as opposed to a percentage increase is being explored, as this would disproportionately favour the lower hourly paid. Other initiatives, such as role redesign and vacancy wording, will be explored.

Illustrated by Quartile:

	Gender Split %		Mean Hourly Rate (£)		Gender Gap %*	Average Hourly Rate (Median) (£)		Gender Gap %*
	Female	Male	Female	Male		Female	Male	
Lower Hourly Rate Quartile	67.5	32.5	10.42	10.64	+2.1	10.52	10.51	-0.1
Lower Middle Hourly Rate Quartile	63.4	36.6	11.72	11.31	-3.6	11.88	11.90	0.2
Upper Middle Hourly Rate Quartile	57.3	42.7	21.17	20.23	-4.6	19.69	19.68	-0.1
Upper Hourly Rate Quartile	42.7	57.3	28.9	28.76	-0.5	29.73	30.97	4.0

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