

Lady Manners School

Gender Pay Gap Report 2017

The Government require that all employers with more than 250 members of staff publish their 'gender pay gap data'. The gender pay gap shows the difference between the average earnings of men and women. This is expressed as a percentage of men's earnings.

The following gender pay gap calculations are based on the pay that employees received in March 2017. The school does not pay bonus payments so this information is not given.

The mean gender pay gap is 24.74%

The median gender pay gap is 52.59%

The percentage of males and females in each quartile pay band is:

Quartile	Female	Male
1 st	85%	15%
2 nd	75%	25%
3 rd	70%	30%
4 th	51%	49%

Lady Manners School follows the Local Authority's recommendations for setting Teachers' Pay (which is based upon the School Teachers' Pay and Conditions Document) and Support Staff pay (as defined through Single Status and the Derbyshire Package). Therefore, reassurance can be given that men and women who carry out the same job, similar jobs, or work of equal value are paid the same.

The gender pay gap shows that there is a difference in the average pay between men and women. However, in the 4th (the highest) quartile pay band, there is roughly an equal proportion of males and females within that band.

This suggests that there is not an issue with women progressing or being appointed to the most senior positions in the school. Instead the findings can be explained by the high proportion of women who work in job roles at the lower end of the pay range within the school. This high proportion has the effect of skewing the mean and median figures.