



# St George's

WEYBRIDGE

St George's, by having more than 250 employees, is required to analyse and publish the average rates of pay for our male and female employees, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The "snapshot" date being 5<sup>th</sup> April 2018.

We must analyse and report on the average rates of pay for our male and female employees, providing the following information on both our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2018.

### Mean Gender Pay Gap:

Using the mean average pay, female employees are paid 12% less than male employees.

### Median Gender Pay Gap:

Using the median average pay, female employees are paid 22% less than male employees.

### Pay Quartiles

Top Quartile	45% male	55% female
Upper Middle Quartile	34% male	66% female
Lower Middle Quartile	34% male	66% female
Lower Quartile	24% male	76% female

### Commentary:

At St George's men and women are paid equally for doing equivalent jobs across the organisation. With women holding the majority of higher paid roles, our gender pay gap remains primarily due to **having far fewer men in the Lower Quartile**.

Our gender imbalance is heavily influenced by the number of part-time or term-time roles which fall largely in the lower half of the pay spectrum. Across the UK, including at St George's, women applicants far exceed men for such roles. In many cases there are no male applicants for roles. This is especially true of staff who work with younger children or within catering department roles.

St George's Weybridge will continue to use the Gender Pay Gap reporting process to self-challenge and reflect upon the results to identify appropriate actions and approaches that may help to address any differential or imbalance that exists at the time. One example of a change made in the last year is to review our recruiting material to eliminate any unconscious gender bias in applicant information packs, adverts and job descriptions.

I can confirm that the calculations are an accurate representation of the St George's Weybridge position as at 5<sup>th</sup> April 2018.

Greg Cole

Bursar and Clerk to the Governors