

Gender Pay Gap Report 2019

Introduction

As an employer with over 250 employees Alleyn's is required to publish an annual Gender Pay Gap report in line with government legislation. Gender Pay Gap reporting differs from Equal Pay Statistics, which assess male and female remuneration for the same job.

Here, we report our figures relating to the 2019 period.

Headlines

Of all the figures published, the most often cited is the **mean average** gender pay gap figure.

Using this measure, the gender pay gap at Alleyn's is 10.42% in favour of male staff members. This compares to a national average figure of 14.2% in favour of male employees. Both our own and the national average figure have improved (decreased) since 2017.

Full Results

Mean & Median Average Gender Pay Gap

This table shows the percentage difference in the mean and median hourly rates of pay between male and female employees in both 2017, 2018 and 2019.

	2017		2018		2019	
	At Alleyn's	Nationally	At Alleyn's	Nationally	At Alleyn's	Nationally*
Mean Gender Pay Gap	13.67%	18.10%	11.30%	17.80%	10.42%	14.20%
Median Gender Pay Gap	15.00%	9.40%	6.50%	11.80%	5.43%	11.90%

* National Mean and Median figures for 2019 are the latest available figures at the time of writing

Pay Quartiles

This table shows the proportion of male and female employees in each of four equal pay quartiles.

		2017		2018		2019	
		% of total staff	% of quartile	% of total staff	% of quartile	% of total staff	% of quartile
Q1	Female	17.71%	71.73%	17.80%	71.10%	18.09%	72.36%
	Male	6.98%	28.27%	7.20%	28.90%	6.91%	27.64%
Q2	Female	15.46%	61.40%	15.10%	60.50%	14.02%	56.10%
	Male	9.72%	38.60%	9.90%	39.50%	10.98%	43.90%
Q3	Female	16.96%	67.32%	16.90%	67.50%	17.89%	71.54%

	Male	8.23%	32.68%	8.10%	32.50%	7.11%	28.46%
Q4	Female	12.47%	50%	13.60%	54.40%	13.21%	52.85%
	Male	12.47%	50%	11.40%	45.60%	11.79%	47.15%
Total	Female	251	62.60%	289	63.40%	311	63.21%
	Male	150	37.40%	167	36.60%	181	36.79%

Honorarium Payments

This table shows the proportion of male and female employees receiving honorarium payments.

	2017	2018	2019
% of men with bonus	6.66%	7.19%	6.63%
% of women with bonus	1.19%	2.42%	4.18%
Mean bonus gap	10.13%	-164%	2.64%
Median bonus gap	0%	-20%	-100%

(Honorarium payments are typically paid to staff who take on an additional area of responsibility for a temporary period of time.)

Narrative

- As an organisation we have significantly more female staff (311) than male staff (181), and moreover there are areas of the School that are predominantly made up of female or male staff.
- Honorarium payments apply to a very small number of employees (only 25). This in part makes significant discrepancies between genders more likely, and a larger honorarium, given for a very significant increase in responsibilities can have a very large impact on the mean average.
- The existence of a gender pay gap in any place of employment may be caused by a number of factors. In the case of Alleyn's we aim for these factors to be:
 - Identified
 - Where possible, removed
 - If not removed, then mitigated against, and
 - Highlighted to ensure our practice is regularly reviewed and refined

- Discussions on Alleyn's annual Gender Pay Gap figures will continue to take place at Governor Meetings, the ECC, and the SSCC. However our Diversity & Equality Group will be responsible for scrutinizing the data and making recommendations to SMT.

Summary

As a co-educational and progressive school, we are naturally concerned with matters of equality.

We are prepared to challenge and question ourselves, others and the status quo when considering employment issues.

We will continue to analyse our gender pay gap figures to identify trends, and to take appropriate and reasonable steps to address any issues that we might uncover.

Further Information

If you have any questions relating to Alleyn's Gender Pay Gap report, please contact Head of HR David Wicksteed at hr@alleyns.org.uk.
