



MERCHANT TAYLORS' SCHOOL CROSBY

GENDER PAY GAP REPORT - APRIL 2018

Merchant Taylors' Schools Crosby employs in excess of 325 employees across our four schools and are committed to addressing workplace barriers to equality and providing all employee's with equal opportunity.

We are required by law to report on our Gender Pay Gap, which is a regulation under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into effect on the 6th April 2017.

The gender pay gap is defined as the difference in median pay between men and women, it is calculated as the difference between median male and female average earnings based on hourly rates and is expressed as a percentage of men's pay. The median average gender pay gap according to the Office of National Statistics in April 2016 was 18.2%.

For the purposes of this report this snapshot was taken on 5 April 2017, at this point Merchant Taylors' Schools employed 109 males and 216 females, meaning 32% more females are employed than males. Both the median and mean gender pay gap based on hourly rates must be reported, this is detailed below.

The mean gender pay gap at Merchant Taylors' Schools is 14.6% which is the difference between females' mean hourly wage and males' mean hourly wage and is reported as a percentage of the difference.

The median gender pay gap at Merchant Taylors' Schools is 23.68% which is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage from the person in the middle. The gender pay gap is reported as the difference between the middle paid female and the middle paid male reported as a percentage of the difference.

It is important to note that the gender pay gap does not stem from paying men and women differently for the same equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the Schools and the salaries these roles attract.



At Merchant Taylors' Schools all teachers are paid on the same scale and all teaching and support roles are open to both male and female applicants. No employees are paid below the National living wage. Some part time flexible roles continue to attract a large proportion of female applicants and Merchant Taylors' Schools are keen to support our employees by offering more flexible working patterns across the schools.

Merchant Taylors' Schools will continue to work with its employees to promote and safeguard equality of opportunity across all of our schools in our desire to enhance the quality of the working lives of all our staff.

The accompanying table provides the required data for gender pay gap reporting purposes.

Lynn Hill
Director of Finance & Operations

<u>Gender Pay Gap Report</u>						
Mean Pay Gap	Hourly Rate	Median Pay Gap		Hourly Rate		
Male	£18.09	Male		£19.29		
Female	£15.45	Female		£14.71		
Mean Gender Pay Gap %	14.60%	Median Gender Pay Gap %		23.78%		
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	41	51	40	49	81	100
Upper Middle Quartile	24	30	57	70	81	100
Lower Middle Quartile	23	28	58	72	81	100
Lower Quartile	21	26	61	74	82	100
Total	109		216		325	
<u>Teacher Gender Pay Gap</u>						
Mean Pay Gap	Hourly Rate	Median Pay Gap		Hourly Rate		
Male	£22.99	Male		£22.17		
Female	£20.82	Female		£20.01		
Mean Gender Pay Gap %	9.42%	Median Gender Pay Gap %		9.77%		
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	20	51	19	49	39	100
Upper Middle Quartile	13	32.5	27	67.5	40	100
Lower Middle Quartile	14	35	26	65	40	100
Lower Quartile	8	21	31	79	39	100
Total	55		103		158	
<u>Support Staff Gender Pay Gap</u>						
Mean Pay Gap	Hourly Rate	Median Pay Gap		Hourly Rate		
Male	£13.10	Male		£10.59		
Female	£10.55	Female		£8.70		
Mean Gender Pay Gap %	19.47%	Median Gender Pay Gap %		17.84%		
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	19	45	23	55	42	100
Upper Middle Quartile	14	33	28	67	42	100
Lower Middle Quartile	9	22	32	78	41	100
Lower Quartile	12	29	30	71	42	100
Total	54		113		167	
<u>Support Staff (Excl. Catering & Cleaning) Gender Pay Gap</u>						
Mean Pay Gap	Hourly Rate	Median Pay Gap		Hourly Rate		
Male	£13.54	Male		£10.91		
Female	£12.03	Female		£10.63		
Mean Gender Pay Gap %	11.09%	Median Gender Pay Gap %		2.52%		
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	17	55	14	45	31	100
Upper Middle Quartile	9	29	22	71	31	100
Lower Middle Quartile	12	40	18	60	30	100
Lower Quartile	12	39	19	61	31	100
Total	50		73		123	