



MERCHANT TAYLORS' SCHOOL CROSBY

GENDER PAY GAP REPORT - APRIL 2019

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 measures the difference between male and female average earnings based on hourly rates and is expressed as a percentage of men's pay. The average gender pay gap according to the Office of National Statistics in April 2016 was 18.1%.

For the purposes of this report this snapshot was taken on 6 April 2018, at this point Merchant Taylors' Schools employed 105 males and 224 females, meaning 36% more females are employed than males.

The mean gender pay gap at Merchant Taylors' Schools is 12.9% 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 26.2% 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 people.

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

Lynn Hill
Director of Finance & Operations

Gender Pay Gap Report						
Mean Pay Gap	Hourly Rate	Median Pay Gap			Hourly Rate	
Male	£17.53	Male			£18.77	
Female	£15.27	Female			£13.84	
Mean Gender Pay Gap %	12.91%	Median Gender Pay Gap %			26.23%	
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	38	46	44	54	82	100
Upper Middle Quartile	19	23	63	77	82	100
Lower Middle Quartile	31	38	51	62	82	100
Lower Quartile	17	20	66	80	83	100
Total	105		224		329	

Teacher Gender Pay Gap						
Mean Pay Gap	Hourly Rate	Median Pay Gap			Hourly Rate	
Male	£22.76	Male			£22.67	
Female	£20.36	Female			£20.12	
Mean Gender Pay Gap %	10.52%	Median Gender Pay Gap %			11.21%	
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	18	47	20	53	38	100
Upper Middle Quartile	15	38	24	62	39	100
Lower Middle Quartile	10	26	29	74	39	100
Lower Quartile	7	18	32	82	39	100
Total	50		105		155	

Support Staff Gender Pay Gap						
Mean Pay Gap	Hourly Rate	Median Pay Gap			Hourly Rate	
Male	£12.78	Male			£10.34	
Female	£10.77	Female			£8.79	
Mean Gender Pay Gap %	15.70%	Median Gender Pay Gap %			15.00%	
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	19	44	24	56	43	100
Upper Middle Quartile	16	36	28	64	44	100
Lower Middle Quartile	9	20	35	80	44	100
Lower Quartile	11	26	32	74	43	100
Total	55		119		174	

Support Staff (Excl.Catering & Cleaning) Gender Pay Gap						
Mean Pay Gap	Hourly Rate	Median Pay Gap			Hourly Rate	
Male	£13.15	Male			£10.72	
Female	£12.23	Female			£9.72	
Mean Gender Pay Gap %	6.99%	Median Gender Pay Gap %			9.28%	
Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	15	47	17	53	32	100
Upper Middle Quartile	13	41	19	59	32	100
Lower Middle Quartile	12	37.5	20	62.5	32	100
Lower Quartile	11	34	21	66	32	100
Total	51		77		128	