



# Merchant Taylors' School

## MERCHANT TAYLORS' SCHOOL CROSBY

### GENDER PAY GAP REPORT - APRIL 2020

Merchant Taylors' Schools Crosby employs in excess of 294 employees across our four schools and are committed to addressing workplace barriers to equality and providing all employees 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 2019 was 17.3%.

For the purposes of this report this snapshot was taken on 5 April 2019, at this point Merchant Taylors' Schools employed 105 males and 189 females, meaning 28% more females are employed than males.

The mean gender pay gap at Merchant Taylors' Schools is 10.8% which is the difference between females' mean hourly wage and males' mean hourly wage and is reported as a percentage of the difference. Our previous mean gender pay gap in our April 2019 report was 12.9%.

The median gender pay gap at Merchant Taylors' Schools is 15.7% 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. Our previous median gender pay gap in our April 2019 report was 26.2%.

As detailed, in comparison to the national average and our 2019 report, we have taken significant strides in addressing our gender pay gap, promoting more women to senior leadership positions within the Schools.

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

Taylor's Schools are keen to support our employees by offering more flexible working patterns across the schools.

Merchant Taylor's 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 for gender pay gap reporting purposes.

*Lynn Hill*

*Director of Finance & Operations*