

# Norwich School

## Gender Pay Gap Report – April 2017



### Commentary

In order to recruit a diverse mix of candidates, in our adverts we use gender neutral language and advertise through a variety of channels. We use a structured shortlisting process based on a scoring system using the job description and person specification.

Where possible, and without affecting the operations of the school, we offer flexible working through part-time and term-time working.

We offer enhanced maternity pay, encourage the take up of paternity leave and shared parental leave, and promote 'keeping in touch' days.

We are satisfied that we pay the same rate for the same role, regardless of gender, and believe firmly in equal pay for equal roles.

Support staff roles are paid within a pay band appropriate to the evaluation of the role and the person carrying out the role. These roles are evaluated by content criteria and benchmarked against local competitors regardless of gender.

Teaching staff are all paid according to a salary scale dependent on years of teaching experience and not gender.

The most significant difference between male and female workers is in the lower middle quartile where the majority of the roles are administrative.

The inclusion of salary sacrifice deductions, such as childcare voucher, cycle to work scheme and school fee scheme, has significantly increased the gender pay gap.

### Calculations

Gender Pay Gap	
Mean Gender Pay Gap	9.1%
Median Gender Pay Gap	26.5%

Gender Quartile Percentages				
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	47.4%	51.3%	67.1%	52.6%
Male	52.6%	48.7%	32.9%	47.4%

Norwich School does not offer bonus payments to its staff.

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Signed by: Patrick Smith, Chairman of the Council of Management

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

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