



## Gender Pay Gap Report 2024

As an employer of more than 250 people, Bryanston School is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

These statistics are presented as at 5 April 2023.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay.

### **Our Pay Gap Results**

**Mean gap** = 20.2%

**Median gap** = 25.9%

*There is no provision for the payment of bonuses at Bryanston, therefore the requirement to report on the proportion of our employees receiving them is not applicable.*

### **Pay Quartiles**

	<b>Male</b>	<b>Female</b>
<b>Upper</b>	52.6%	47.4%
<b>Upper Middle</b>	47.4%	52.6%
<b>Lower Middle</b>	40.0%	60.0%
<b>Lower</b>	27.1%	72.9%

Whilst we remain on a journey to eliminate our Gender Pay Gap, we are encouraged that our mean gap has reduced by 2.4%, and the median gap reduced by 6.2% from the previous year, demonstrating our commitment to this goal and offering meaningful evidence that the action we are taking in this regard is having a positive impact.

The pay quartile analysis above highlights that our gender pay gap remains isolated to the lowest two pay quartiles, in which there is a significant imbalance with regards to the proportion of men and women in this section of our workforce. Further analysis of this section has shown that this can largely be attributed to our dedicated team of Domestic Assistants (cleaners), which comprises over 90 people, and over 79% of which are female.



The personal choices our colleagues make around their working patterns are a key factor in our gender pay gap. For example, most of the working arrangements agreed with this cross-section of employees are part-time and term-time only; these types of common working terms are of course very attractive among parents (and of those, often women, who are still overwhelmingly the primary care givers to most UK children) who want to balance work with the ability to spend the school holidays with their children. However, these roles are unfortunately traditionally lower skilled and lower paid positions and the rates of pay for them simply reflect the current market values. Bryanston continues to work hard to support the work-life balance of its employees and recognises that flexibility in this regard is a growing requisite of many people in the modern labour market.

Whilst we recognise the absolute importance of reducing the national gender pay gap, in Bryanston's case we can view part of this figure as a positive reflection of our ability to cater in vast numbers for a specific demographic. The level of subscription to these work and pay arrangements is proof of their popularity and our need and ability to respond to the demands of our local labour market.

Equally, the consistency and equity of our upper pay quartiles demonstrates our belief in appointing both men and women in equal measure to varied degrees of responsibility and leadership.

From a wider societal perspective, we acknowledge that the national gender pay gap is widening, principally due to the 'mothering penalty', where the cost of childcare in the UK, which is disproportionately overtaking wage increases, is having a significantly detrimental impact on the career development and work viability of women in this country, holding back pay and opportunities for advancement.

Our [Equal Opportunities Policy](#) was developed from our desire to demonstrate our clear and unwavering commitment to treating all of our employees with parity where gender and all protected characteristics are concerned. This is reflected in the way we remunerate our staff. Academic colleagues at Bryanston are currently paid against a structured framework which rewards contribution regardless of gender. Similarly, pay for our Support colleagues is reviewed and benchmarked regularly to ensure our rates are competitive and reflective of the level of skill, knowledge and responsibility required.

Mary Giles

**Human Resources Director**

4 April 2024