

NEW HALL SCHOOL TRUST GENDER PAY GAP REPORT 2020

The gender pay gap shows the difference between the average hourly earnings of men and women. This is expressed as a percentage of men's earnings. The calculations are based on the pay that employees received in April 2019. New Hall School does not pay bonus payments so this information is not provided.

New Hall School is committed to equal pay and minimising the gender pay gap as far as possible. We employ significantly more female than male employees and this is representative throughout the pay quartiles. On the analysis date, female employees made up 70% of the workforce, of which we are proud.

Mean Pay Gap	11.8%
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The mean gender pay gap measures the difference between the average pay of all women and all men. **Our mean gender pay gap is 11.8% and has widened slightly compared to 2018 (9.5%).** This compares favourably with the National Average of 16.2%¹.

When analysed further by employee category, this shows that at senior management level there is a positive mean pay gap, with female employee earning on average more than men. Among teaching and educational professionals, where women make up 69% of the workforce (2018 - 72%), the mean pay gap is just 4.3%. This compares favourably with the National Average of 7.5% for this pay group

Our support employees make up the largest group of staff (57%) of which 73% are women. There are a significant number of part-time roles in this category; 74% of all part-time roles are support roles. These are attractive to female candidates and those with caring responsibilities. Such roles are essential to the smooth operation of the school, but tend to be at the lower skill range and attract the lowest salaries. As a school we have a good reputation for encouraging our female employees to progress in the organisation, however, it is unlikely that we will be able to make a significant impact on the mean pay gap for this group of employees unless we can attract comparatively more men into these roles.

Median Pay Gap	26.7%
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The median gender pay gap measures the difference in pay between the 'middle man' and 'middle women' if you rank employees according to pay. Our median gender pay gap is 26.7%, a significant increase in the pay gap compared to last year (14.7%). The National Median pay gap for all employees is 17.3%. Our overall measure is skewed by the high number of females in our workforce and the propensity for females to be employed in part-time and lower salary ranges. When analysed further, the gap is much lower within individual employee categories; 6.9% for senior management, 5.0% for teaching and educational professionals and 7.8% for support staff.

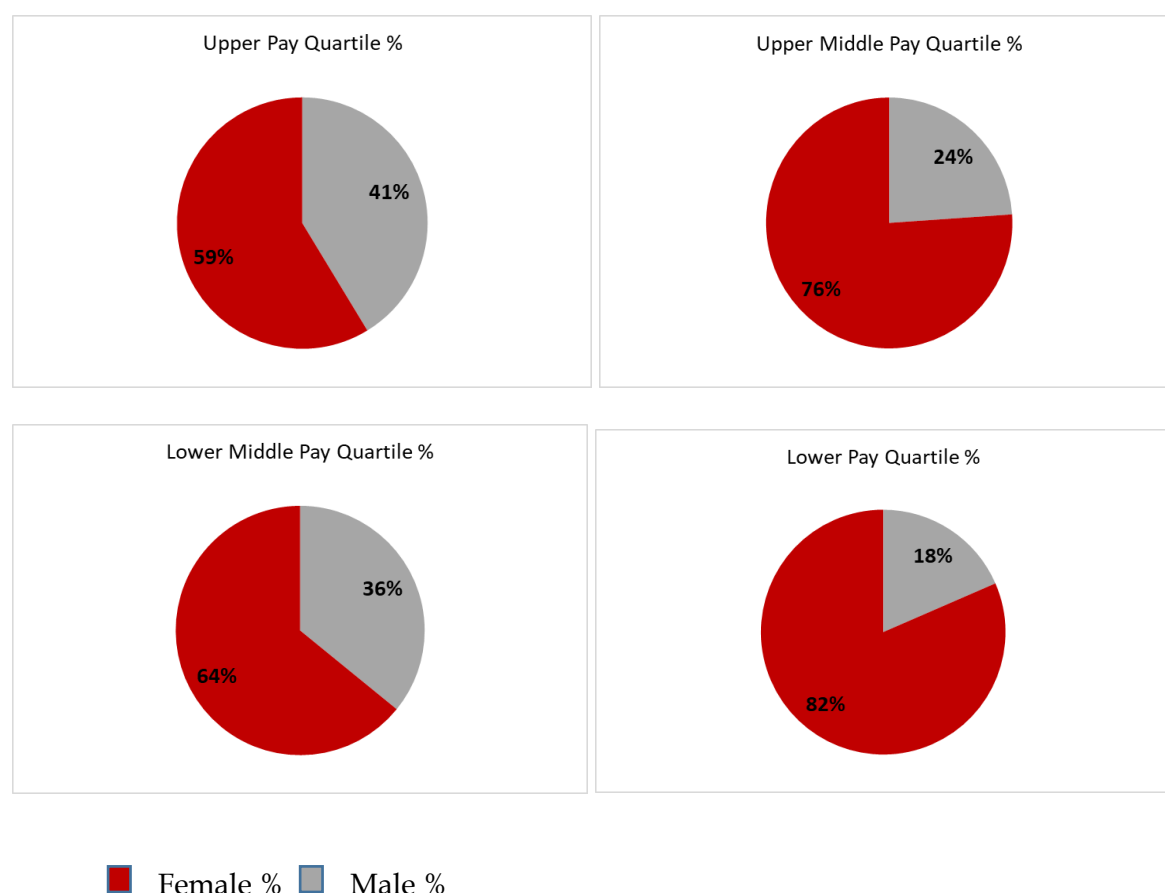
An analysis of part-time to full time working shows there is almost parity between male and female colleagues, with the median pay gap for teaching and educational professionals at 0.9% and support staff 2.2%. We have already taken significant steps to make the School a

¹ based on Office for National Statistics (provisional) analysis 2019 (ons.gov.uk)

welcoming environment for female employees and have this year opened our own Nursery on the School site, providing further opportunities for staff to return to the workplace following parental leave.

Based on how the gender pay gap is calculated, if we were able to employ more men in the lower paid roles, while keeping the overall number of employees constant, this would act to reduce the gender pay gap. As an employer we will also be committing to Living Wage Foundation 'Real Living Wage' during 2020 and expect this to improve our Median Pay Gap in future years.

Pay Quartiles

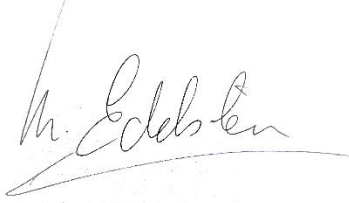


All employees at New Hall are on set pay ranges; movements within these are based on regular increments which reflect increasing experience and performance. Performance is assessed in relation to clear criteria based on job descriptions.

Our lowest pay quartile roles are predominantly part-time and attractive to female candidates and those with caring responsibilities. 48% (2019 - 48%) of our female employees are in the lower pay quartiles compared to 45% (2019 - 44%) of men. There is a gradual improvement compared to last year and reflects our policy to keep the lowest pay rates under regular review, which due to the profile of our workforce, will have the largest impact on our gender pay gap.

At New Hall School we are committed to gender equality and will continue to evaluate and develop our pay policy in light of our annual review. We take a rigorous approach to

preparing the gender pay reporting data and I confirm that our data conforms to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Dr Miriam Edelsten', with a long horizontal flourish extending to the right.

Dr Miriam Edelsten
Chair of Governors
18 March 2020