

NEW HALL SCHOOL TRUST GENDER PAY GAP REPORT 2022

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 2021. 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 66% of the workforce, of which we are proud.

Our results last year were impacted by the Coronavirus Job Retention Scheme and a number of employees were excluded from the report, in line with guidance, as they were on furlough at the reporting date; the current figures reflect a return to more or less full working.

Mean Pay Gap	11.1%
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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 11.1%.** This compares favourably with the National Average of 14.9% (2020 - 14.6)%¹.

When analysed further by employee category, this shows that at senior management level there is a positive mean pay gap, with female employees earning on average more than men. Among teaching and educational professionals, where women make up 63% of the workforce (2020 - 63%), the mean pay gap is 8.8%. This compares favourably with the National Average of 10.9% for this occupational group.

Of our support employees, 68% are women and the mean gender pay gap is 1.7% (2020 - positive mean gender pay gap).

Median Pay Gap	7.2%
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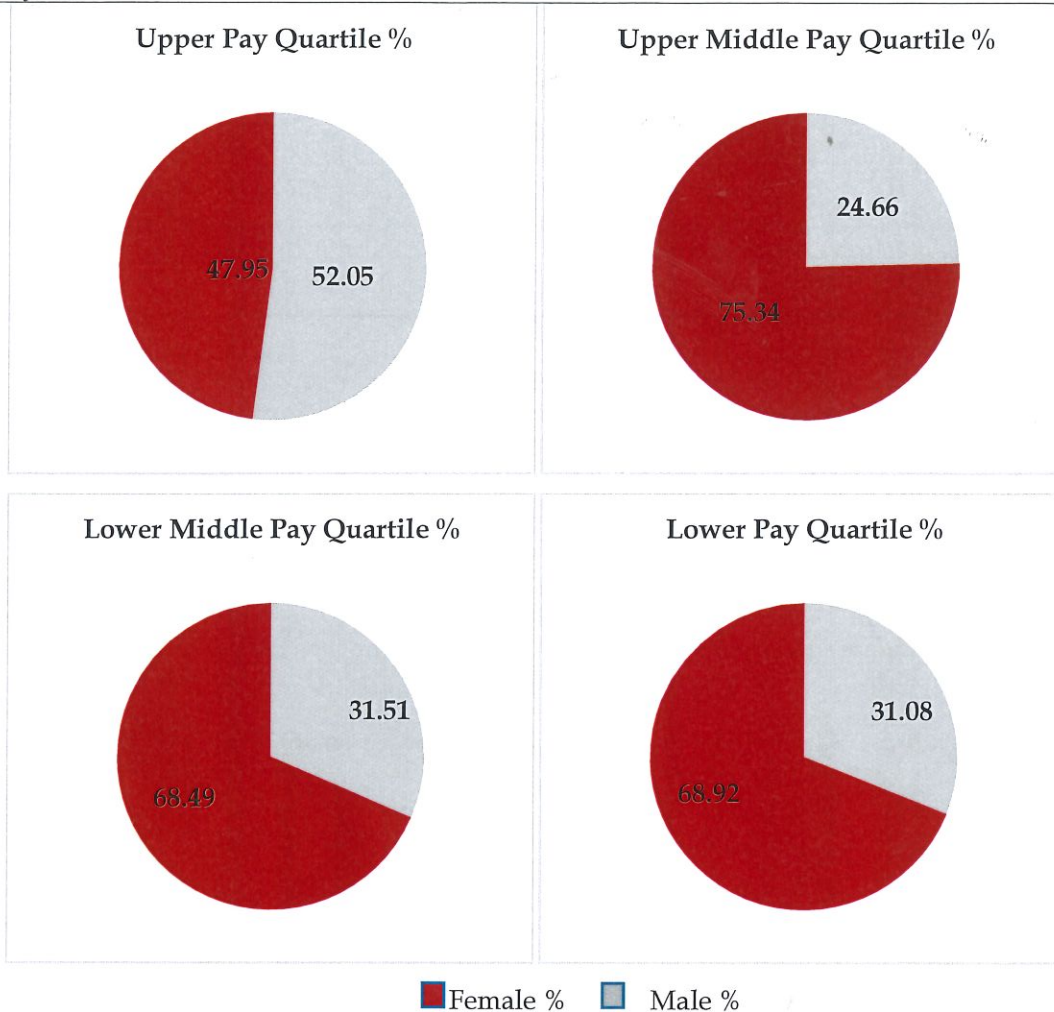
The median gender pay gap measures the difference in pay between the 'middle man' and 'middle women' if you rank employees according to pay. Our median gender pay gap is 7.2% (2020 - 2.5%) compared to the National Median pay gap for all employees of 15.4% (2020 - 15.5%).

An analysis of part-time to full time working shows that the median pay gap remains positive for part-time support staff. The steps taken to make the School a welcoming environment for female employees include the opening of our own Nursery on the School site, assisting 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 further. As an employer we have also committed to Living Wage Foundation 'Real Living Wage' during 2021 and expect this to improve our Median Pay Gap in future years.

¹ based on Office for National Statistics Gender pay gap in the UK: 2021 26 October 2021 release (ons.gov.uk)

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 pay profile is largely consistent across the pay quartiles. Men make up 55% (2020 - 53%) of those in the upper pay quartiles and 45% (2020 - 47%) in the lower quartiles. Many roles in the organisation which are held by women are part-time and attractive to female candidates and those with caring responsibilities. This is similar 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.

Dr Miriam Edelsten
CHAIR OF GOVERNORS
8 March 2022