



Gender Pay Gap Report – April 2017

As an employer with over 250 employees on 5th April 2017, Monkton is required to publish a Gender Pay report on our website and to submit the same information to the Government.

The information which we are required to report is:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage;
2. The difference in the median pay of full-pay men and women, expressed as a percentage;
3. The difference in mean bonus pay of men and women, expressed as a percentage;
4. The difference in median bonus pay of men and women, expressed as a percentage;
5. The proportion of men and women who received bonus pay; and
6. The proportion of full-pay men and women in each of four quartile pay bands.

The information presented against each of these items is a data snapshot as at 5th April 2017.

As at 5th April 2017, Monkton had 283 employees. There were 182 female employees (64.3%) and 101 male employees (35.7%).

Under the Gender Pay reporting requirement, Monkton's

1. Mean Hourly Rate Gender Pay Gap was 22.0%
2. Median Hourly Rate Gender Pay Gap was 36.8%
3. Mean Bonus Pay Gender Pay Gap was 35.0%
4. Median Bonus Pay Gender Pay Gap was 35.0%
5. The proportion of men and women who received bonus pay was 1% men and 0.5% women
6. Gender quartile percentages:

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	74.6%	75.7%	56.3%	50.7%
Male	25.4%	24.3%	43.7%	49.3%

At Monkton we are committed to paying all of our people equal pay for equal work. We recognise that, like many employees in the education sector and, indeed, nationally, we have a disproportionate number of females working in our lower paid roles, such as our domestic and administrative support staff.

As an employer we are regularly reviewing the salaries of our people, comparing them to national and local benchmarks to ensure that the pay remains appropriate to the role performed. Furthermore, the School is committed to increasing the pay of our lowest paid and we continue to work to increase our pay so that our lowest paid will be paid at the rate advocated by the Living Wage Foundation.

Signed, to confirm the accuracy of this statement, by Tom Davies, Bursar, Monkton Combe School