



THE THOMAS HARDYE SCHOOL

GENDER PAY GAP REPORT

31st January 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have carried out the required calculations to show the difference between the average earnings of men and women in the Thomas Hardy School based on salary payments for March 2017.

The results are aimed to help us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge across Great Britain is to reduce any gender pay gap as much as possible.

Our current data produces the following results, from an overall workforce of 67% women:

- Women's hourly rate is 24.9% lower (mean) and 34.6% lower (median)
- The top salary quartile has 50% men and 50% women
- The upper middle salary quartile has 41.2% men and 58.8% women
- The lower middle salary quartile has 27.9% men and 72.1% women
- The lower salary quartile has 10.6% men and 89.4% women
- We do not give bonus pay

We have been successful in promoting qualified women to some of the highest paid opportunities in the school. However in common with many other educational establishments, term time only, part-time roles have historically been more attractive to women than men.

The lower middle salary quartile is populated by 19 men and 49 women with an hourly rate ranging from £17.96 per hour to £9.72 an hour.

The lower salary quartile is populated by 7 men and 59 women with an hourly rate ranging from £9.71 to £7.52. These tend to be classroom support and administrative roles. There is a defined pay range for each of these posts so progression is more limited by availability of roles rather than by capping progression within a grade. As expressed below we will continue to encourage the training and qualification of women but will also, over the next year, monitor the success rate of men at application and interview stages for the lower pay ranges.

Our existing Equality Objectives pledge the school to instigate initiatives to raise awareness, provide greater flexibility and actively promote professional development opportunities to encourage more women into leadership roles. Through the Teaching School we have recently started a Women in Leadership

programme to which all women at whatever level and in whichever role in education within the Dorchester Areas Schools Partnership (DASP) are welcome. This programme is offering input from successful women leaders and a support mechanism for those taking part. One of the aims is to encourage women in education to be aspirational and to identify for themselves what might be holding them back if they do wish to progress. External factors once identified should be tackled where possible by the employing educational establishments including The Thomas Hardy School but confidence will be built within the group to challenge stereotyping where it exists and for individuals to challenge themselves.

Policies and systems within DASP will continue to be developed and shared to ensure that as a group of employers we maximise opportunities for women and support them as far as possible by, for example, structuring the timetable to absorb part time colleagues and job shares and supporting female colleagues on return from maternity leave. DASP will continue to refine its gender equality charter and make it widely available to all schools.

At The Thomas Hardy School we are confident that men and women are paid equally for doing equivalent jobs across the school.

A handwritten signature in black ink, appearing to read 'M Foley', enclosed within a large, hand-drawn circle.

M Foley, Headteacher

31st January 2018