

Gender Pay Gap Report

April 2023

Legislative requirements

All UK companies with 250 or more employees on 5 April are required to publish specific gender pay information:

- Mean and median gender pay gap.
- Mean and median gender pay bonus gap.
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile by pay band.

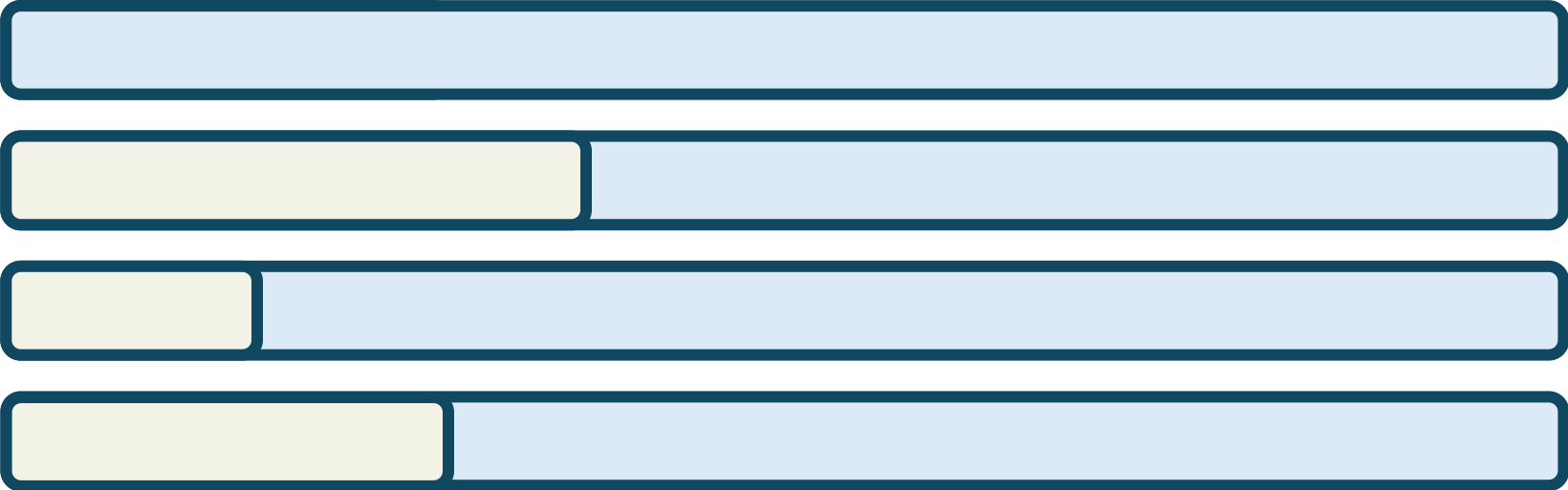
The purpose of this report is to provide information on the gender pay gap for the company.

Hourly Pay Quartiles



Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands. Quartiles are calculated by ranking hourly pay for each employee from highest to lowest. The list is then divided into 4 equal sized groups of men and women.





Pay Gap – the amount that women’s hourly pay rate is below men’s

Mean Pay Gap

The difference in average hourly rates of pay that male and female employees receive.

Median Pay Gap

Taking the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

When comparing mean average pay, women’s mean hourly pay is **9.5% lower** than men’s.

The median hourly pay for women is **24% lower** than men’s.

Pay Gap Comparison

	April 2023	April 2022	April 2021
	9.5%	10.7%	12.4%
	24%	36.1%	39.9%

The table above shows the 2023 pay gaps compared to those in the previous two years.

The mean gap has reduced by **1.2%** and the median gap by **12.1%** compared to 2022 and by **2.9%** and **15.9%** respectively compared to 2021.



Bonus Metrics

The regulations ask for bonus payments to be included in the metrics as “any extra reward payment for work undertaken”. It is a way of looking at the culture surrounding bonus payments predominately in large private sector companies. In our case, this includes merit awards, which are often small amounts of monetary value distributed on a discretionary basis. This means that these percentages are likely to change year on year dependant on who receives these awards.

Median Bonus Gap

The difference in midpoints of the ranges of bonus pay received by men and women.

There is no differential between male and female awardees. The amount is the same.

Mean Bonus Gap

The difference in average bonus pay that male and female employees receive.

As the workforce is predominately female, this means a larger number is used when dividing the bonuses, making the average smaller.

Bonus Comparison

	April 2023	April 2022	April 2021
	76%	4.42%	60.59%
	0%	65%	40%

In 2022-23, 16 employees received a merit bonus. 5% of male and 3% of female employees received a bonus.

Benenden School: Closing the Gap

Understanding the Gender Pay Gap

The factors influencing our gender pay gap are multiple and varied. Some of these are within our control and influence, while others point to wider industry or societal issues. Across the School, we continue to have a greater number of women than men working in more junior, administrative or lower paid, service-driven roles. This make-up of more women in lower paid roles is what creates our gender