



Marlborough College Gender Pay Gap Report 2017 – 2018

Marlborough College has over 250 employees and is required to publish an annual Gender Pay Report on our own website as well as on the government’s online reporting service. This is required by 4th April 2018 and reflects the snapshot data as at 5th April 2017.

The statutory calculations required fall in to the following categories and show the difference between the hourly rates for male and female employees as set out below:

Mean Gender Pay Gap in Hourly Pay	17%
Median Gender Pay Gap in Hourly Pay	16.1%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Pay Gap	N/A
Proportion of Males receiving Bonus Payments	N/A
Proportion of Females receiving Bonus Payments	N/A

The current national average is 18%

The school does not pay bonuses; these categories are therefore not reportable.

There is also a statutory requirement to report on the number and proportion of male and female employees in each of the four pay quartiles as set out below:

	Mean Hourly Rate	Median Hourly Rate	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Male	17.91	14.12	42 23.9%	96 54.9%	73 42%	107 59.8%	318
Female	14.86	11.85	134 76.1%	79 45.1%	101 58%	72 40.2%	386
Total each Quartile			176	175	174	172	704

Marlborough College is committed to ensuring all staff receive equal pay for equal work regardless of gender. Support staff pay is regularly reviewed and benchmarked both locally and nationally. Teaching staff are remunerated on an incremental pay scale reflecting level of experience. All vacancies are open to both men and women and all staff are treated equally on appointment and throughout their employment with Marlborough College.

Peter Bryan
Director of Corporate Resources and Deputy Master