



MARLBOROUGH COLLEGE

Marlborough College Gender Pay Gap Report 2018 – 2019

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 2019 and reflects the snapshot data as at 5th April 2018.

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	17.6%
Median Gender Pay Gap in Hourly Pay	16%
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 17.9%

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	17.56	14.40	42 23.9%	93 52.8%	75 42.6%	102 57.9%	312
Female	14.46	12.09	134 76.1%	83 47.1%	101 57.3%	74 42%	392
Total each Quartile			176	176	176	176	704

Marlborough College continues its commitment 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. The gender pay gap

profile mirrors the national picture, in that significantly more women than men work in part time and generally lower paid roles. Many roles are term time only and these appeal to women in particular, wishing to balance their working life with childcare needs, particularly during school holidays. The school's domestic and catering staff dominate the lower quartile population with teaching staff dominating the upper middle and upper quartiles

Total staff numbers are static and staff numbers and gender pay gap in the lower quartile have not changed since the previous reporting period. Small changes in the balance of gender in the other quartiles are not statistically significant. Overall, the mean gender pay gap has increased by 0.6% but remains lower than the national average and the median gender pay gap has decreased by 0.1%.

A handwritten signature in black ink, appearing to read 'Peter Bryan', written over a large, thin, stylized letter 'A'.

Peter Bryan
Director of Corporate Resources and Deputy Master