



MARLBOROUGH COLLEGE

Marlborough College Gender Pay Gap Report 2021-2022

Marlborough College has over 250 employees and is normally required to publish an annual Gender Pay Report on its own website as well as on the government's online reporting service. This is required by 5th April 2022 and reflects the snapshot data as at 5th April 2021.

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 gap in Hourly Pay	17.2%
Median Gender Pay Gap in Hourly Pay	27.5%
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 national average gender pay gap for all employees at April 2021 was 15.4%, up from 14.9% in 2020.

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	20.42	16.93	35 22%	83 52%	80 50%	100 63%	298
Female	16.92	12.27	125 78%	77 48%	80 50%	58 37%	340
Total Each Quartile			160	160	160	158	638

Marlborough College continues its commitment to ensuring all staff receive equal pay for equal work regardless of gender. Teaching staff are currently 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 as is evidenced in the number of males and females populating the lowest quartile. 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 and lower middle quartile population with teaching staff dominating the upper middle and upper quartiles. Marlborough College has appointed a number of females in senior posts since September 2021.

We are developing an inclusion and diversity strategy. and we remain committed to further closing our gender pay gap.



Helen Hewlett

Director of HR

April 2022