



## MARLBOROUGH COLLEGE

### Gender Pay Gap Report 2022-2023

Marlborough College has 610 employees and is 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 5<sup>th</sup> April 2023 and reflects the snapshot data as at 5<sup>th</sup> April 2022.

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:

<b>Mean gender gap in hourly pay</b>	<b>18.73%</b>
<b>Median gender pay gap in hourly pay</b>	<b>24.80%</b>
<b>Mean bonus gender pay gap</b>	<b>N/A</b>
<b>Median bonus pay gap</b>	<b>N/A</b>
<b>Proportion of males receiving bonus payments</b>	<b>N/A</b>
<b>Proportion of females receiving bonus payments</b>	<b>N/A</b>

The Office for National Statistics reports that the national mean average gender pay gap for full time employees at April 2022 was 8.3%. This is a slight increase on the 7.9% reported in 2021.

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:

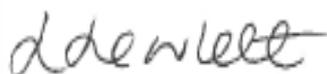
	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>	<b>Total</b>
<b>Male</b>	19.70	16.09	39 25%	74 48%	70 46%	94 62%	277
<b>Female</b>	16.01	12.10	114 75%	79 52%	83 54%	57 38%	333
<b>Total Each Quartile</b>			153	153	153	151	610

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. Support staff pay is reviewed annually to ensure it is reflective of the market value of the role, and individual experience and performance. Due care and attention is paid to any matters arising in respect of equal pay for equal work.

All vacancies are open to both men and women and all staff are treated equally throughout the selection process, on appointment, and throughout their employment experience 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. This is evidenced in the number of males and females populating the lowest quartile. Many roles are term time only and these appeal to women wishing to balance their working life with childcare needs, particularly during school holidays. Marlborough College's domestic and catering staff dominate the lower and lower middle quartile population, with teaching staff dominating the upper middle and upper quartiles. The Senior Management Team is equally split between males and females, with 46% of roles occupied by females.

We continue to develop and evolve our inclusion and diversity strategy, and commit to working hard to further reduce our gender pay gap.



Helen Hewlett

Director of HR

April 2023