

# Sherborne Girls Gender Pay Gap Report

2023

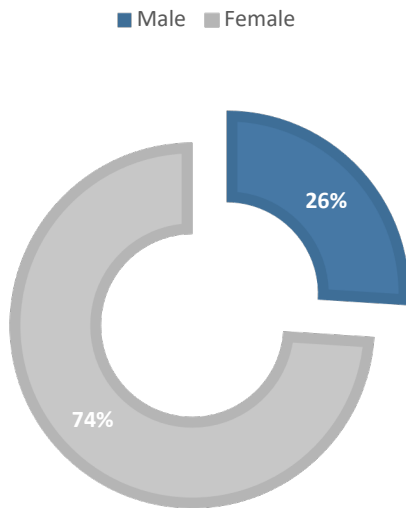
## INTRODUCTION

Sherborne Girls is required to submit an annual gender pay gap report. This report provides snapshot data as of the 05 April 2023 and will be published on our website and on the governments online reporting service.

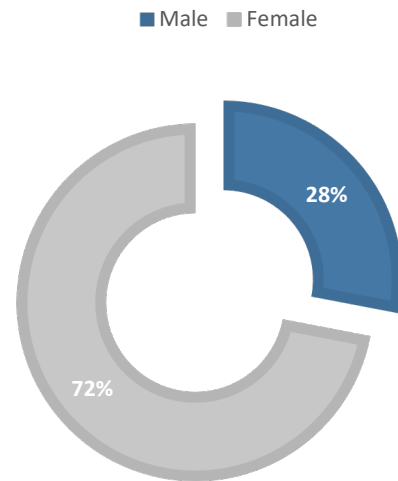
This report summarises data on individuals that meet the definition of employee under the Equality Act 2010.

## OUR STAFF

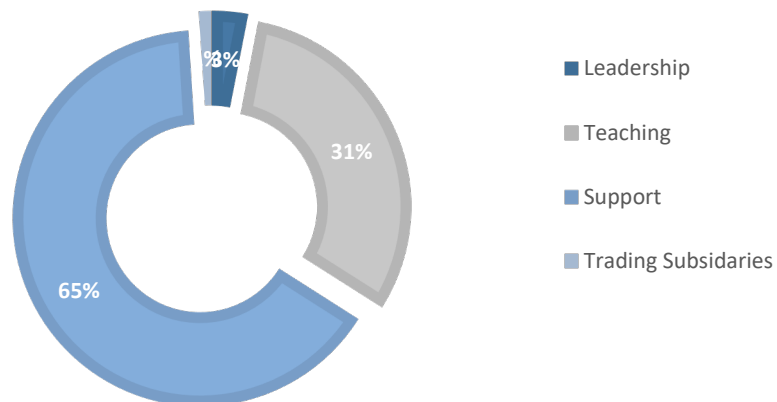
### SHERBORNE GIRLS ALL STAFF BY GENDER %



### SHERBORNE GIRLS PAY RELEVANT STAFF BY GENDER %



### SHERBORNE GIRLS PAY RELEVANT STAFF BY GROUP %



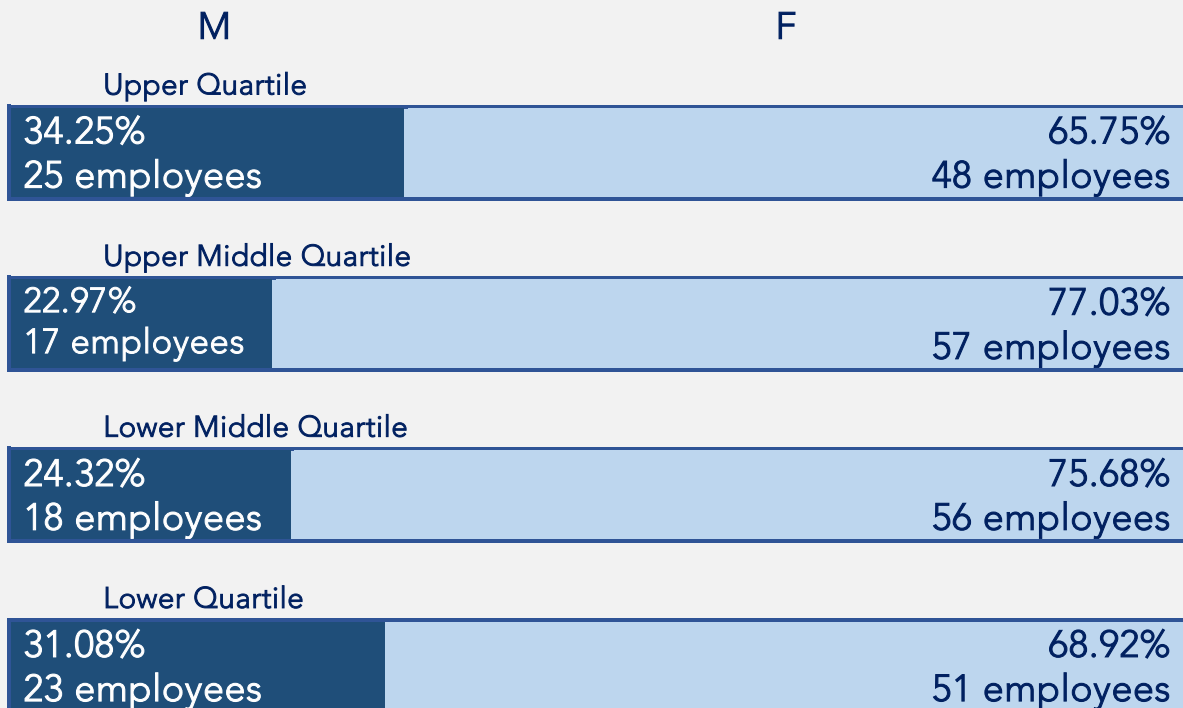
PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

Median  
**6.17% ↓**  
lower for women

Mean/Average  
**0.74% ↓**  
lower for women

Nationally the gender pay gap was 15.5% lower for women in 2022.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



## OUR DATA - BONUS

### THERE ARE NO EMPLOYEES IN RECEIPT OF BONUS

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## CONTEXT AND NARRATIVE

Sherborne Girls is committed to equal opportunities, inclusivity and equal treatment for **all** employees. Staff are remunerated based on their service, level of experience, their professional performance and wider contribution to the School, remuneration is benchmarked on a national and local basis to ensure it reflects the value and complexity of work undertaken. Male and Female staff are treated equally on appointment and throughout their careers with Sherborne Girls and its subsidiaries. The School provides fantastic career opportunities for all staff.

Sherborne Girls mean and median gender pay gap has decreased somewhat this year.

We are confident that our gender pay gap does not stem from paying men and women differently for equivalent work but is a result of the composition and distribution of the organisation and the roles in which men and woman work, and the salaries that these roles attract.

## OUR COMMITMENT

Sherborne Girls is committed to doing all it can to reduce the gap. However, it also recognises that its scope to act is limited in some areas, for example it has limited influence over individuals' career and life choices.

Sherborne Girls is taking the following steps to promote gender diversity in all areas:

- Promoting good workplace wellbeing
- Offering and promoting flexible working where able to do so
- Providing equality training
- Promoting equality in all recruitment activity
- Reviewing our approach to reward and recognition, including a full PayScale review
- Developing clear internal career and development pathways for all staff

I confirm that the information contained within this statement is accurate.

Fiona Clapp

**Bursar**