



Gender Pay Gap Report

Why are we publishing this report?

From 2017 onwards, all employers with more than 250 employees must, by law, publish and report specific figures about their gender pay gap. The 'gender pay gap' is the difference between the average earnings of men and women, expressed relative to men's earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximized.

We are obliged to publish our data on our website and we will also report our findings to the Gender Pay Gap Reporting Service. We will publish these calculations annually and our calculations will always be based on the situation as at 5th April each year. The data provided in this report is calculated using the specific reference date of 5th April 2017.

What data do we provide and what does it mean?

In accordance with the Gender Pay Gap Reporting Regulations, we are required to calculate the following information:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap (where bonuses are paid)
- median bonus gender pay gap (where bonuses are paid)
- proportion of males and females receiving a bonus payment (where bonuses are paid)
- proportion of males and females in each pay quartile

Using both mean and median averages is helpful to give a more balanced overview of an employer's overall gender pay gap. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay

rates can dominate and distort the answer. Median (mid-point) averages are useful to indicate what the 'typical' situation is, and are not distorted by a few very large or very small pay rates.

For the results of the first four calculations:

- A **positive** percentage figure reveals that, typically or overall, female employees have lower pay or bonuses than male employees.
- A **negative** percentage figure reveals that, typically or overall, male employees have lower pay or bonuses than female employees.
- A **zero** percentage figure would reveal no pay gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

What is the difference between the gender pay gap and equal pay?

The 'gender pay gap' is different to the issue of 'equal pay'.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of an equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference between the average pay between men and women. If an employer has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with; it may mean that the gender pay gap includes unlawful inequality in pay, but this is not necessarily the case.

What are our results?

Our mean and median gender pay gap in hourly pay, as at 5 April 2017:

Mean gender pay gap: 7.9%

Median gender pay gap: -8.3%

The figures above show the difference between the mean (average) and median (mid-point) hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay, as at 5 April 2017. Our figures show that overall (as a mean average) women are paid 7.9% less than men, but typically, (as a median average), women are paid 8.3% more than men.

The differences in the mean and median averages can be attributable to the fact that the mean average reflects the fact that the most senior and, hence, well paid members of staff (those members of staff comprising the senior leadership team) are male, whilst the median average reflects the fact that our teaching staff (one of our highest paid group of employees) is predominantly female (71 female teachers and 53 male teachers, as at April 2017).

Quartile differences

Upper quartile: Men 49% Women 51%

Upper middle quartile: Men 33.3% Women 66.7%

Lower middle quartile:	Men 50%	Women 50%
Lower quartile:	Men 39.6%	Women 60.4%

The figures above show the gender distributions among our staff in four quartiles based on their hourly pay, as at 5 April 2017.

In all quartiles, there was the same or greater proportion of women across all levels of the organisation. This is a reflection of the fact that our work-force is predominantly female. The fact that women make up the majority of the upper middle and upper quartiles is due to the fact that we employ many experienced and well qualified women in teaching or administrative and managerial roles.

Women are particularly well represented in the lower and upper middle quartiles. In the case of the lower quartile, this is probably because staff in our lower paid domestic and catering departments is predominantly female, and in the case of the upper middle quartile, this is probably because we employ more female teachers than male. Women are comparatively slightly less well represented in the upper quartile where the highly paid Senior Leadership Team sit (in which there are four members of staff, all of them male), and also in the lower middle quartile.

No bonuses were paid to any employees in the twelve month period preceding 5th April 2017 so there is no analysis of bonus payments.

Our commitment to gender equality

We are committed to being an equal opportunities employer. We value our staff for the contribution they make to our mission and to our community, regardless of their gender, and we are committed to ensuring that staff are recruited and promoted on the basis of their individual merits.

We believe that the diversity of our staff is crucial in fostering a creative, innovative and progressive environment where staff and pupils can flourish and achieve their potential. Only by recruiting and retaining the very best staff, irrespective of their personal characteristics, can we truly inspire the wider Stonyhurst community, a community which thrives on inclusivity and strives for excellence.

Our progress so far

Stonyhurst became fully co-educational in 1996. Before then, and for a time afterwards, the vast majority of staff at Stonyhurst, and in particular the teaching staff, were men. The twenty years which have elapsed since then have proved transformative in many ways, not least of which is the way in which the composition of our staff has changed. The majority of our work force is now female, and the majority of our teaching staff are female. The recruitment of so many female staff has not been the result of a positive discrimination programme, but rather has been the natural outcome of recruiting the most talented staff.

It is widely recognised that one of the main reasons for the gender pay gap in the UK is because women are more likely to take time out of their careers to start a family. For that reason, we want to support women and enable them return to work after family leave, and we have taken the following steps which we hope will help us to achieve this:

- We are now providing new mothers with a private area in which to express milk and facilities for refrigerating milk
- We are encouraging members of staff who are taking maternity leave to enter into an early dialogue about their preferred working arrangements should they wish to return to work, so that we are better prepared and able to accommodate and facilitate requests for flexible working where we can
- We offer discounted nursery fees (for Hodder House) to members of staff

The latest figures published by the Office of National Statistics show that, as a mean average, women in the UK are paid 18.1% less than men. Whilst our mean average differential of 7.9% is comparatively good, we still believe that there is more that we can do as an employer to support our female employees and help close our mean average pay gap, particularly at the top of the organisation, and it is unfortunate that our recent appointment of the only woman to the executive board in June 2017 did not work out (for reasons unconnected with gender pay or equality).

More we can do

We welcome the measures being taken by the Government Equalities Office as an important step along the road to achieving equality in the workplace, but we believe that these figures are only a starting point; more important is the meaningful action that we will now take as an organisation to drive equality and inclusivity. That is why, during the course of the next 12 months, we will be:

- Delivering diversity training for all managers and those involved in recruitment
- Including equality and diversity content in induction training for all new staff members
- Publishing a Flexible Working Policy
- Publishing a new and more detailed Equal Opportunities (For Staff) Policy
- Publishing a Family Rights Policy and extending enhanced maternity pay and other family leave pay provision to all members of staff
- Publishing a Compassionate Leave and Dependant Care Leave Policy to support those members of staff with caring responsibilities
- Conducting a deeper analysis of our data which we will publish in our next Gender Pay Gap Report. This will include:
 - Deeper analysis of women and men in each job;
 - Monitoring the number of men and women who apply for jobs or promotions in the highest pay band, and the number who are successful, and monitoring the numbers of men and women who apply externally as opposed to internally;
 - Analysis of the number of men and women who return to work after a period of parental leave to resume their original jobs;
 - Analysis of the proportion of women and men still in post a year after returning to work following family leave;
 - Analysis of gender pay gap for full time staff and for part-time staff; and
 - Analysis of the number of successful working requests by gender.

In addition to publishing this document on our website we will also be publishing it internally to all members of staff. We would like to take this opportunity to encourage our colleagues to approach the senior leadership team with their suggestions on how we can better foster diversity and inclusivity in every aspect of our organisation.

I confirm that the information provided in this report is accurate as of the snapshot date 5 April 2017.

Simon Marsden, Bursar

27th March 2018

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