

Gender Pay Gap reporting

As an employer with over 250 employees Canford School is required to submit a Gender Pay report on our website and on the government's online reporting service by 4th April 2018. The data snapshot below is as at 5th April 2017.

In accordance with the regulations, certain sets of data are required to be published:-

- Difference between the **mean** hourly rate of pay between male and female employees
- Difference between the **median** hourly rate of pay between male and female employees
- Proportions of male and female employees in each of **four equal pay quartiles**.

The school does not pay bonuses so the requirement to report on bonuses is not applicable.

The results for Canford School are:-

Mean Gender pay gap: 16.2%

Median gender pay gap: 14.6%

The current national average is 18%

Proportion of males and females in each quartile are as follows:-

	Mean Hourly Rate	Median Hourly Rate	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
	£						
Male	£16.67	£13.85	44	49	46	62	201
Female	£13.96	£11.83	61	56	59	44	220
			105	105	105	106	421

Male			41.9%	46.7%	43.8%	58.5%	47.7%
Female			58.1%	53.3%	56.2%	41.5%	52.3%

The following statement accompanies the data:

“Canford is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the School and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at Canford are treated equally on appointment and throughout their careers at Canford”

David Brook
Bursar