

## Queenswood School Gender Pay Gap Report April 2020

The gender pay gap reporting legislation which came into force on April 6 2017 requires employers with 250 or more employees to identify and publish their gender pay gap figures on an annual basis. The gender pay gap shows the difference between the average (median and mean) earnings of men and women expressed as a percentage relative to men's earnings.

### Mean gender pay gap

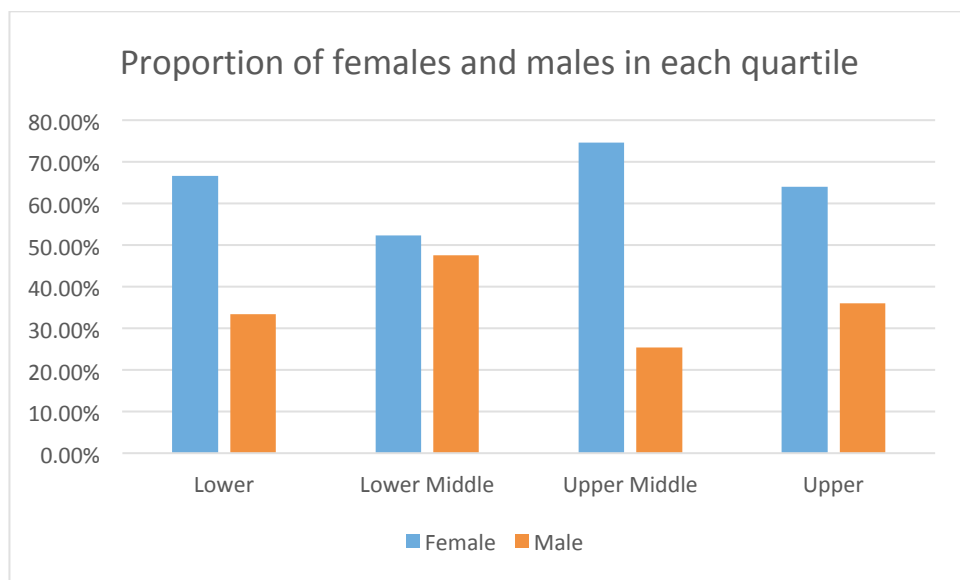
Queenswoods mean gender pay gap is -5.4%. The mean average salary across all female employees is 5.4% higher than the average salary across all male colleagues.

### Median gender pay gap

Queenswoods median gender pay gap is -36.9%. The median average salary across all female employees is 36.9% higher than the average salary across all male colleagues.

### The proportion of males and females in each quartile pay band

Quartile	Female	Male
Lower	66.67%	33.33%
Lower Middle	52.38%	47.62%
Upper Middle	74.60%	25.40%
Upper	64.06%	35.94%



Queenswood does not have a bonus payment scheme.

## **Summary**

The gender pay gap at Queenswood does not stem from paying men and women differently for the same or equivalent work. All Teachers and Support Staff, regardless of gender, use the same pay scales and all roles are open to both male and females. Queenswood School is committed to equal opportunity and pay for all its employees.

There is gender pay gap at the school because while many of the relatively low paid positions at the school are performed by male staff i.e. drivers, the higher paid positions, such as teaching, tend to be filled by female staff.

The School's gender pay gap contrasts with many other Independent Girls Schools where the women's average earnings are lower than men. Queenswood is in line with other schools in the Middle Upper and Upper quartiles where females, and one would assume teaching staff, prevail. However, in the lower and middle lower quartiles males constitute a greater proportion of staff than they do in other Independent Girls schools. This could be explained by the fact that the school has relatively large maintenance and estates teams which are mainly male and other schools have outsourced this work. It could also be explained by the fact that few other schools provide a 'home to school' transport for pupils which require a high number of drivers who once more are predominantly male.