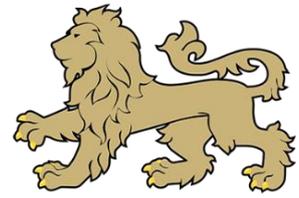


# HAMPTON SCHOOL



## Hampton School and Hampton Prep School Gender Pay Gap

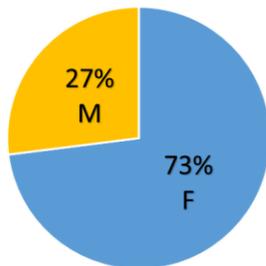
Hampton School takes gender equality and equal pay very seriously. The School is pleased that two of the three Deputy Heads at the senior school are female and that women are well represented in leadership roles as Heads of Department and Heads of Year.

When the data was collected on 5 April 2018, 48% of the teaching staff at the School were female. Teaching staff are paid based on an appropriate salary scale, with progress on the scale determined by experience and responsibility, irrespective of gender. Support staff are paid either an annual salary or an hourly rate based on their skills, professional qualifications and responsibility. No member of staff received a bonus during the reporting year.

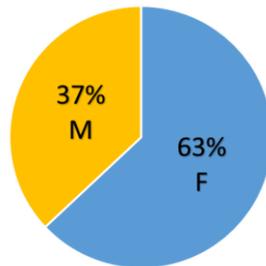


Teaching staff gender split

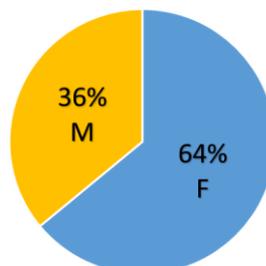
The 29.2% mean and 62.2% median gender pay gap shown in the School's official figures under government reporting requirements does not mean that men and women at the same level, or who do the same role, are paid differently. The gap does reflect the fact that we have a large number of employees who work and are paid in varied ways. These roles range from The Headmaster and members of the leadership team, to teaching staff, to support staff, to cleaners, to invigilators. We recognise that there are a greater number of women in the lower quartile of the pay range (these roles are predominantly cleaners and invigilators) and more men in the upper quartile. This is something that the Governors and leadership team will continue to review carefully.



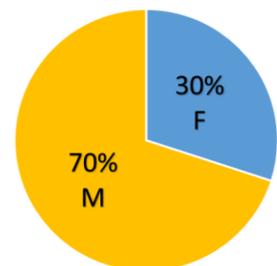
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

The School regularly reviews our recruitment and retention policies. In particular, the School is keen to promote further the recruitment and development of female employees into senior leadership and teaching roles in the upper quartile. The School is also interested in ways to increase the number of men who take up cleaning and administrative roles, which fall into the lower and lower middle quartiles.

The School is confident that male and female staff are treated equally on appointment and throughout their careers at Hampton. The Governors, Bursar and Headmaster have specifically reviewed how individual pay is set both for new and existing members of staff throughout the School and they are satisfied that the pay process is fair and is not discriminatory. The School will continue to ensure that all staff receive equal pay for equal work. If you have any questions, please contact Mike King (Bursar) or Lisa Craddock (Human Resources Manager).

**Mike King**  
**Bursar and Clerk to the Governors**  
4 April 2019