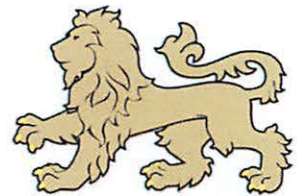




# HAMPTON SCHOOL TRUST



## Hampton and Hampton Prep Gender Pay Gap

The Hampton School Trust 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 so well represented in leadership roles as Heads of Department and Heads of Year. When the data was collected on 5 April 2017, 45% 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 staff received a bonus during the reporting year.

The data was collected on 5 April 2017. The 26.9% mean and 50.7% 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 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 regularly and carefully.

The School is committed to closing the gender pay gap and will continue to review our recruitment and retention policies. In particular, the School is keen to promote further the recruitment and development of female employees into senior management and teaching roles in the upper middle and upper quartiles. 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 the School. 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), Lisa Craddock (HR Department) or The Headmaster.

	Women's hourly rate is:
Mean	26.9% lower
Median	50.7% lower

No bonus payments were paid to employees in this period

Proportion (%) of men and women in each pay quartile

	Male	Female
Lower quartile	28.1%	71.9%
Lower middle quartile	44.8%	55.2%
Upper middle quartile	47.9%	52.1%
Upper quartile	66.7%	33.3%

**Mike King**  
**Bursar and Clerk to the Governors**  
22 March 2018