

Westminster School (incorporating Westminster Under School)

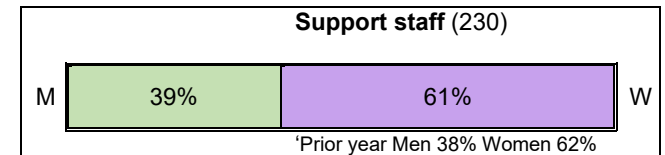
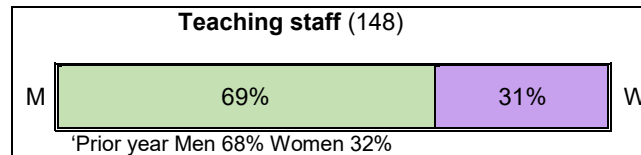
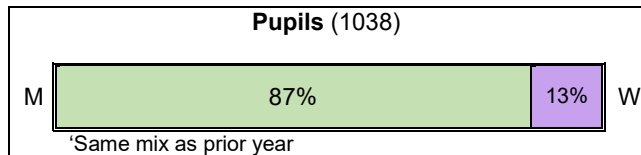
Gender Pay Gap Report April 2020

Approved by Governing Body on 23 March 2021



Westminster School employs over 250 employees and therefore is required to report under the gender pay gap reporting legislation as shown below. In April 2020 the School employed 186 men and 192 women. The gender pay gap should not be confused with equal pay. Equal pay is about differences in actual earnings of men and women doing equal work. Teaching staff are remunerated on incremental pay scales, one for each School, that reward them for their professional experience and performance. The School recruits the best person for the job regardless of gender. For the teaching staff, both the mean and median pay gaps are well below the national average indicating a relatively small gender pay gap. The pay of support staff is determined by reference to market forces. Each year a job evaluation is carried out to ensure that jobs are remunerated appropriately relative to each other. The significantly larger pay gap arises in the support staff area due to an imbalance of male and female staff in different job roles across the Schools. Currently there are more women in the lower and middle quartiles as these tend to be School support roles, particularly in housekeeping and catering which are predominately term-time only part-time positions which often suit more flexible working arrangements to fit around family and other commitments.

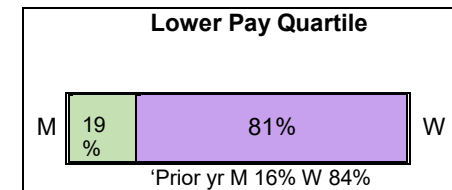
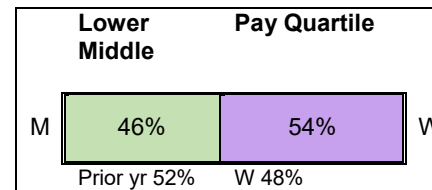
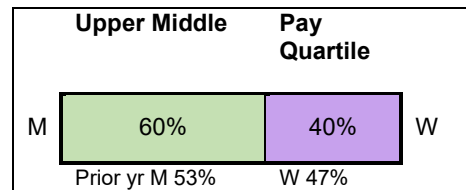
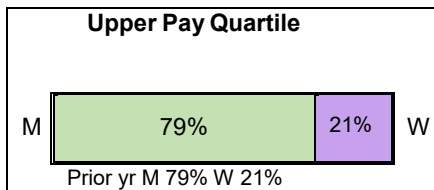
Westminster School Composition – Pupil numbers and Staff numbers (M is male and W is female)



Mean gender pay gap ¹	32.4% lower for women (2019: 31.5%)	Mean bonus gender pay gap ¹	81.8% lower for women (2019: 58.8%)	¹ Mean is the average value
Median gender pay gap ²	47.5% lower for women (2019: 48.1%)	Median bonus gender pay gap ²	0% same for men and women (2019: 0%)	² Median is the middle value of a list placed in order

Of the staff 3.8% of women and 5.3% of men received bonuses. Bonuses mainly relate to long service awards and recognition of specific matters and are modest in value (totalling £19,000).

Gender Pay Quartile Percentages – proportion of men and women in each quartile when pay rates are ordered high to low



The upper quartile includes senior management, senior teachers and employed visiting music teachers the majority of which are men. The lower quartile comprises domestic and catering staff, employed by the School rather than the third party contractor, of which the vast majority are women (77 out of 95 in the lower pay quartile and 77 out of 186 women overall) and whom are all paid the same at the London Living Wage rate, as appropriate. The two middle quartiles are approaching parity and represent a mixture of teaching and support staff with differing job roles, albeit as at April 2020 there are five extra female teaching staff on maternity leave, who are by definition excluded, who would have otherwise appeared in the upper middle quartile hence the change from the prior year for the middle quartiles.

The School's Governing Body is confident that any gender pay gap does not stem from paying women and men differently for the same or equivalent work.