



A foundation for the future

Monkton Combe School - Gender Pay Gap Report – April 2018

As an employer with over 250 employees on 5th April 2018, Monkton is required to publish a Gender Pay report on our website and to submit the same information to the Government.

The information which we are required to report is:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage;
2. The difference in the median pay of full-pay men and women, expressed as a percentage;
3. The difference in mean bonus pay of men and women, expressed as a percentage;
4. The difference in median bonus pay of men and women, expressed as a percentage;
5. The proportion of men and women who received bonus pay; and
6. The proportion of full-pay men and women in each of four quartile pay bands.

The information presented against each of these items is a data snapshot as at 5th April 2018.

As at 5th April 2018, Monkton had 268 (2017:283) employees. There were 168 (2017:182) female employees (62.7%) and 100 (2017:101) male employees (37.3%).

Under the Gender Pay reporting requirement, Monkton’s

1. Mean Hourly Rate Gender Pay Gap was 17.9% (2017:22.0%)
2. Median Hourly Rate Gender Pay Gap was 26.9% (2017:36.8%)
3. Mean Bonus Pay Gender Pay Gap was 55% (2017:35.0%)
4. Median Bonus Pay Gender Pay Gap was 55% (2017:35.0%)
5. The proportion of men and women who received bonus pay was 1% men and 0.6% women (2017:1% & 0.5%)
6. Gender quartile percentages:

2018	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	77.6%	64.2%	61.2%	47.8%
Male	22.4%	35.8%	38.8%	52.2%

2017	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	74.6%	75.7%	56.3%	50.7%
Male	25.4%	24.3%	43.7%	49.3%

Monkton Senior School

Monkton Combe
 Bath BA2 7HG
 t: 01225 721102
 f: 01225 721208
 e: reception@monkton.org.uk
 w: monktoncombeschool.com

Company No. 3228456
 Registered in England and limited by guarantee
 Registered office as above
 Registered Charity No. 1057185

At Monkton we are committed to paying all of our people equal pay for equal work. We recognise that, like many employees in the education sector and, indeed, nationally, we have a disproportionate number of females working in our lower paid roles, such as our domestic and administrative support staff.

As at 5th April 2018, 70.9% (2017:75.2%) of our people working in the lowest two quartiles were female. These roles are often part time and attract predominantly female applications.

As an employer we are regularly reviewing the salaries of our people, comparing them to national and local benchmarks to ensure that the pay remains appropriate to the role performed. We are also proud to have obtained accreditation from the Living Wage Foundation in September 2018.

Signed, to confirm the accuracy of this statement, by Tom Davies, Bursar, Monkton Combe School
