



# St George's

WEYBRIDGE

St George's Weybridge is committed to the principles of equity, diversity, and inclusion (EDI). We seek to attract and retain the very best inspirational staff and strive towards an inclusive staff body that reflects and celebrates the diversity of our students and the wider community.

St George's, by having more than 250 employees, is required to analyse and publish the average rates of pay for our male and female employees, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The "snapshot" date being 5 April 2024.

We must analyse and report on the average rates of pay for our male and female employees, providing the following information on both our own website and a government website. We will do this within 12 months of April 5, 2024. Of the 438 staff whose pay data is included within this report, 29% were male and 71% female. This includes staff working on full-time, part-time, and term-time basis.

### Mean Gender Pay Gap:

Using the mean average pay, female employees are paid 13% less than male employees.

### Median Gender Pay Gap:

Using the median average pay, female employees are paid 26% less than male employees.

### Pay Quartiles

Top Quartile	38% male	62% female
Upper Middle Quartile	31% male	69% female
Lower Middle Quartile	28% male	72% female
Lower Quartile	18% male	82% female

### Commentary:

The Gender Pay Gap is an equality measure and demonstrates the difference in average earnings across all male and female employees, regardless of role or seniority. It is a measure of gender balance. This is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We remain confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We are also determined there is no limit to the opportunities open to women to fulfil their potential, reflected by 48% of senior leadership roles across the organisation held by women. Our gender pay gap remains primarily due to **having far fewer men in the two Lower Quartiles**, for the reasons detailed below.

Our gender imbalance is heavily influenced by the number of part-time or term-time roles which fall largely in the lower half of the pay spectrum. Across the UK, including at St George's Weybridge, women applicants far exceed men for such roles. In many cases there are no male applicants for roles, however this trend is slowly reversing. This is especially true of staff who work with younger children, or within catering department roles, or those who seek term-time only roles due to carer responsibilities. During the current academic year, we have continued to review the pay of our lowest paid staff and awarded once again extraordinary pay awards to a considerable number of staff in our Lower Quartile. Steps such as this are the simplest and most immediate to take in addressing our pay gap. As part of our commitment to EDI, we will continue to develop a diverse and inclusive culture and review policies and processes to ensure they have a gender-neutral impact. We continue to support flexible, family-friendly and hybrid working wherever possible, alongside active career management for staff (including access to an ever increasing variety of apprenticeship opportunities and training) to equip them for current and potential future roles and avoid any barriers to progression.

I can confirm that the calculations are an accurate representation of the St George's Weybridge position as at 5<sup>th</sup> April 2024.

Greg Cole, Bursar