

STOWE SCHOOL LIMITED GENDER PAY REPORT 2019

Under new legislation that came into force in April 2017, employers with over 250 employees are required to publish their gender pay gap.

Stowe School is committed to equality of opportunity and is confident that men and women are paid equally for undertaking equivalent jobs across the school. We benchmark roles and pay is linked to performance using a pay and performance matrix. Vacancies are advertised internally, as well as externally, and are open to both men and women.

Pay Gap

	Mean	Median
Hourly pay	23.9%	23.1%

The gender pay gap shows the difference between the average (mean or median) earnings of men and women, expressed as a % of men's earnings.

The table above shows our mean and median hourly gender pay gap and bonus pay gap as at the snapshot date - 5 April 2019.

Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women in part time roles in the lower paid quartile and at lower grade jobs, and more men in higher paid senior roles. This is shown clearly in the Pay Quartiles table below.

Pay Quartiles

Quartile	Women	Men
Lower quartile	73.6%	26.4%
Lower middle quartile	57.8%	42.2%
Upper middle quartile	57.8%	42.2%
Upper quartile	37.4%	62.6%

The above table illustrates the gender distribution across Stowe School in four equally sized quartiles.

The gender pay gap within the pay quartiles is as follows:

Quartile	Mean pay gap	Median pay gap
Lower	1.1%	3.6%
Lower middle	-0.8%	3.3%
Upper middle	5.5%	5.2%
Upper	7.0%	-5.7%

The figures in the table above show that the pay gender pay gap is smaller in each quartile than the overall figures, consistent with the demographic structure explanation above.

Bonus Gap

	Mean	Median
Bonus	90.8%	-233.3%

The bonus pay gap shows the difference between the average (mean or median) bonuses that male and female relevant employees received, expressed as a % of men's bonuses.

The table above shows our mean and median bonus gap in the 12 month reference period to 5 April 2019.

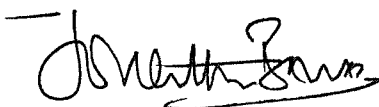
Proportion of employees receiving a bonus:

Men	2.0%
Women	5.1%

Our bonus gap is driven by the fact that the main bonuses are only paid to a very limited number of staff principally involved in fundraising or commercial activities, based on performance.

This shows a -3.1% difference in the number of men and women who received a bonus for their performance in the reference period. We are confident that there is equal opportunity to participate in a bonus, where this is relevant to the particular roles.

The figures used in this report were compiled using the same methodology as the 2018 report and are accurately derived from the April 2019 payroll data.



Jonathan Bewes

Director and Governor, Stowe School