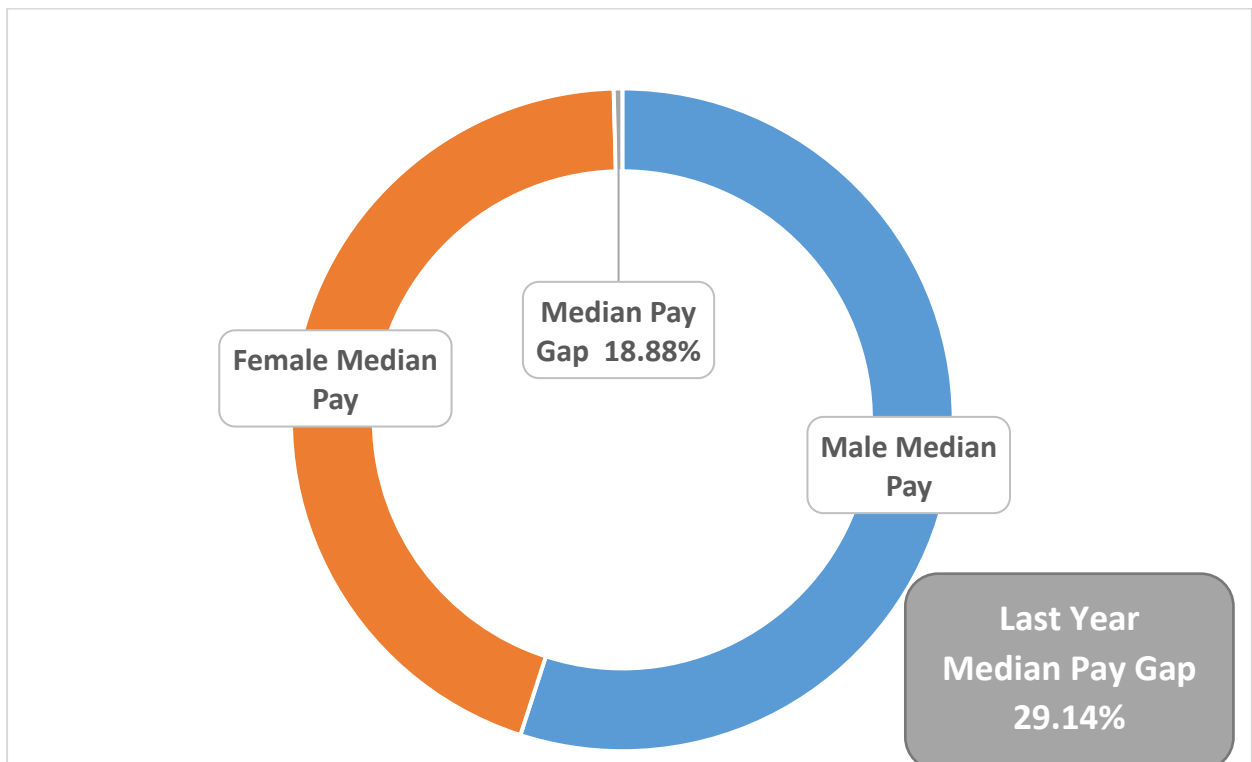
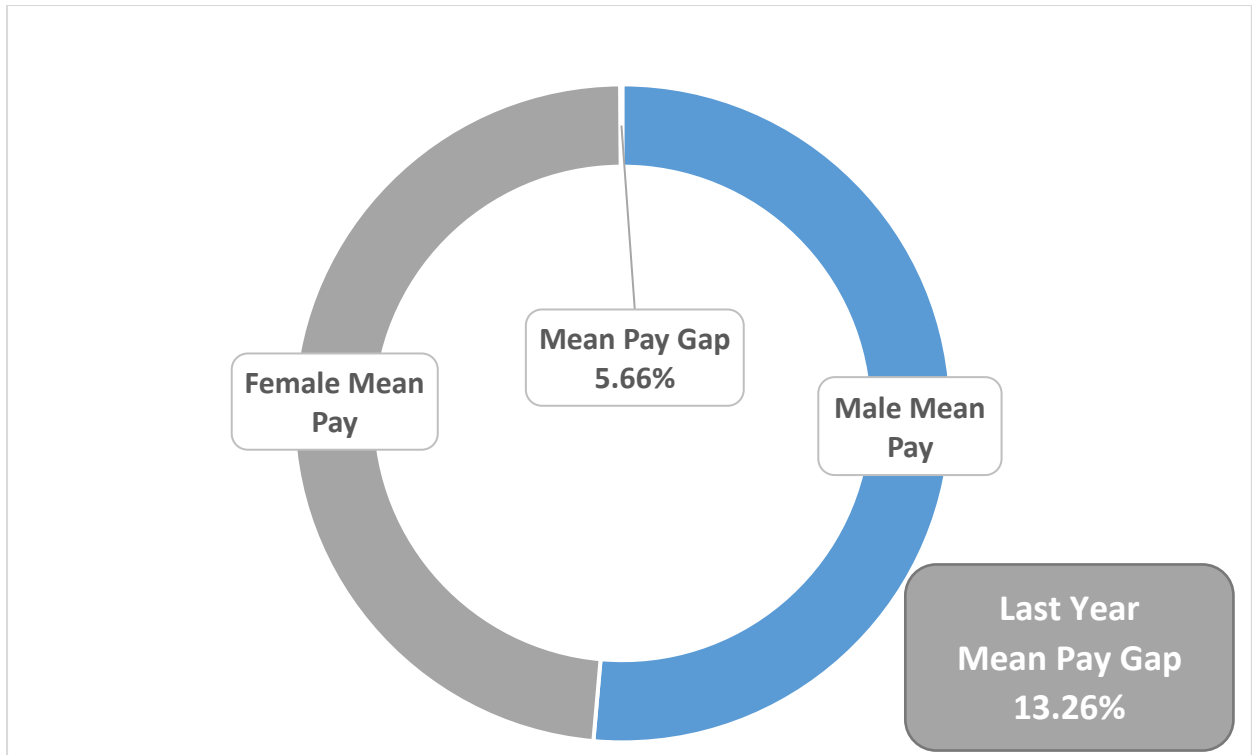


The Mill Hill School Foundation Gender Pay Gap Report

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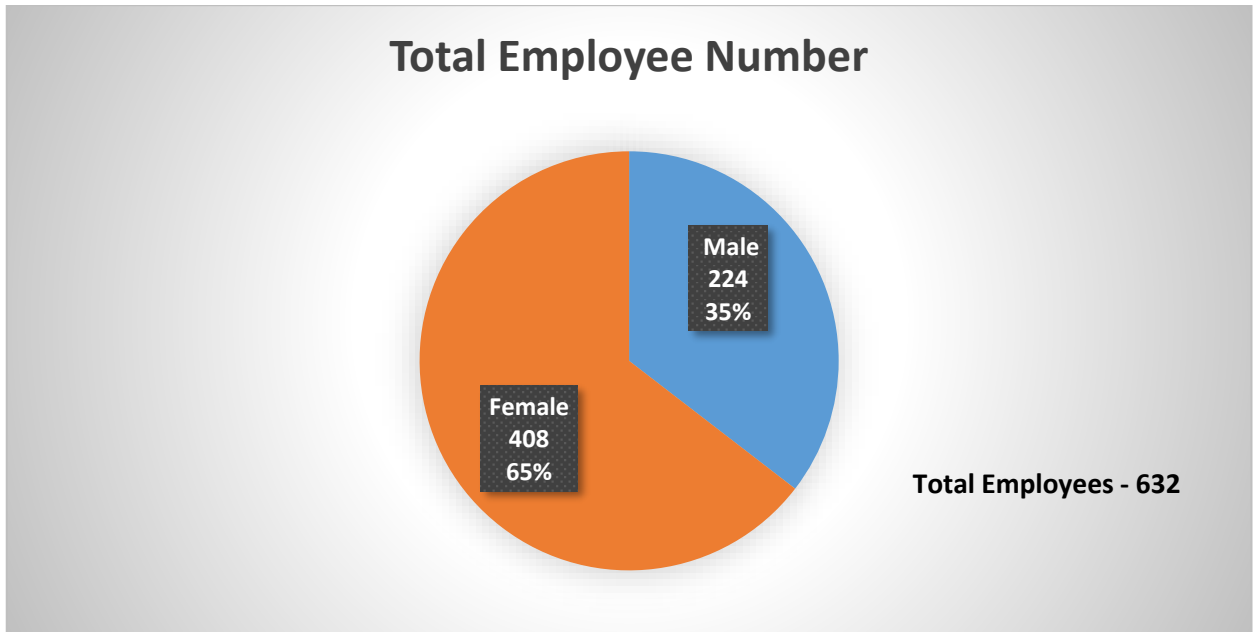
As an employer with over 250 employees, we are required to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report is based on the snapshot date of 05 April 2022 (last year's report was based on dataset of 05 April 2022).

Gender Pay Gap Reporting involves conducting six calculations that show the difference between the average earnings of men and women in our organisation using our existing HR and payroll records. It will not involve publishing individual employee data.

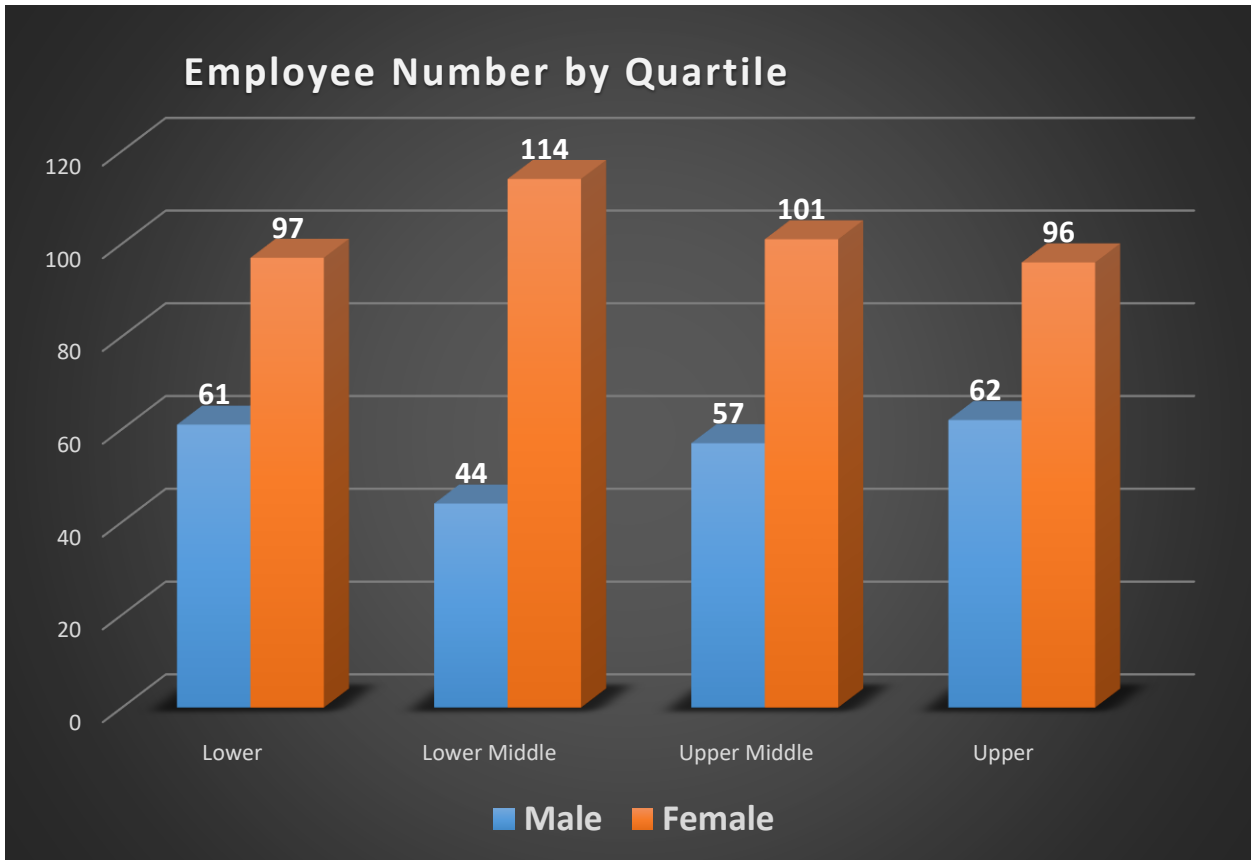


The Mill Hill School Foundation Gender Pay Gap Report

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Last year: Male: 180, Female: 316, Total: 496



The Mill Hill School Foundation Gender Pay Gap Report

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Introduction

This Gender Pay Gap Report is a combined report for the four schools based in Mill Hill and Cobham Hall school which joined the Foundation in April 2021.

We are satisfied that we pay the same rate for the same role, regardless of gender, and firmly believe in Equal Pay for equal roles.

The workforce comprises teaching and support staff. Teaching staff are paid according to a salary scale which combine basic pay with additional pay and allowances for management responsibilities applied on the same basis for men and women. Support staff roles are paid at an annual or hourly rate appropriate to the evaluation of the role, not the person doing it. Support roles are evaluated by content criteria and benchmarked against local roles in the education sector and, where appropriate, more widely. There is the opportunity for pay progression for all staff based on an evaluation of individual performance in role. The same criteria are applied for men and women.

Findings

When compared to the Gender Pay Gap Report for 5 April 2021 the mean pay gap has decreased to 5.66% from 13.26%. The gap has reduced across all four pay quartiles: Lower, Lower Middle, Upper Middle and Upper quartile.

The proportion of male and female staff remains relatively constant despite an increase in the total staff population over the years, with female staff accounting for 65% of the work force.

Summary

Following the Governors' decision to pay all staff the London Living Wage the foundation has become an accredited London Living Wage employer, this has benefited the lower quartile employees.

The Governors remain committed to Equal Pay for equal roles.

This report has been authorised to be published by:



Mr Elliot Lipton, BSc (Hons), MBA, FRSA, FRICS
Chair of the Court of Governors

28th March 2023