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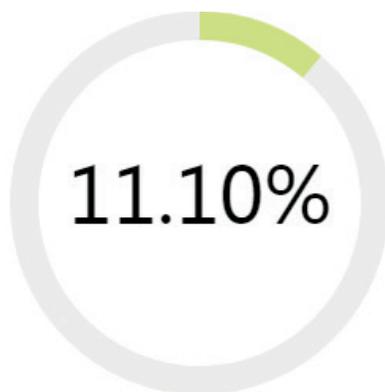
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# Gender Pay Gap Report 2018/19



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 2018 (last year's report was based on dataset of 05 April 2017).

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.



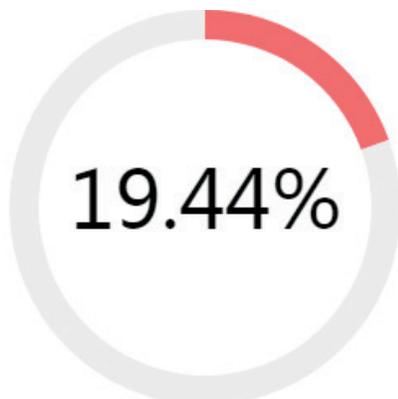
## MEAN PAY GAP

M: 22.57

F: 20.07

DIFFERENCE 2.51

Last Year	Mean:	14.45%
	Male:	£24.08
	Female:	£20.60
	Difference:	£3.48



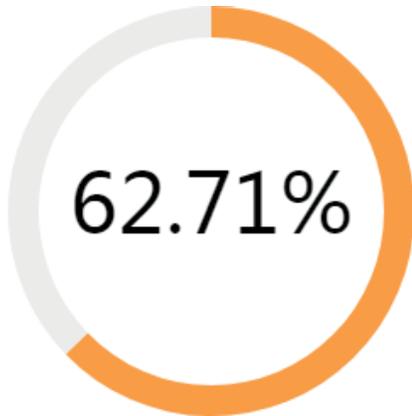
## MEDIAN PAY GAP

M: 20.90

F: 16.84

DIFFERENCE 4.06

Last Year	Mean:	27.16%
	Male:	£24.15
	Female:	£17.59
	Difference:	£6.56



EMPLOYEES 421

M: 157

F: 264

DIFFERENCE 107

Last Year	Male	161
	Female	244
	Difference:	83

### Pay Gap

Mean Median





Quartiles (Current Year)	Male	Female
Lower quartile	36.8%	63.2%
Lower middle quartile	29.5%	70.5%
Upper middle quartile	32.4%	67.6%
Upper quartile	50.5%	49.5%

Quartiles (Last year)	Male	Female
Lower quartile	40%	60%
Lower middle quartile	26%	74%
Upper middle quartile	42%	58%
Upper quartile	51%	49%

## Introduction

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 our Gender Pay Gap Report for 5 April 2017 we are pleased to report improvement in the figures at 5 April 2018 where the Mean pay gap is 11.10% and the Median pay gap is 19.44% (in 2017, Mean: 14.45%, Median 27.16%). The reason for the improvement is due to the increased number of female staff employed within The Foundation during the period, a number of whom are paid in the upper quartile. As of 5 March 2018, 62.71% of staff in the Foundation were female and 37.29% were male (the figures for 5 April 2017 were: Female - 60%, Male - 40%).

Our figures show our Gender Pay Gap remains greatest in the Lower Quartile of earners but we are pleased to report this has also reduced for this year with a Mean pay gap of 3.46% (2017: 31.29%) and Median pay gap of 7.75% (2017: 16.57%). The reason for this gap continues to be because the quartile is made up of catering, cleaning, domestic and other support staff functions which are primarily comprised of female staff on hourly paid, part time contracts.

In the Lower Middle and Upper Middle Quartile of earners, the balance of women and men has shifted slightly as staff have joined or departed from the Foundation and with this there has been a slight



increase in the Mean and Median pay gap. The Lower Middle Quartile is primarily made of the following roles: marketing, administrative and finance staff, academic support staff, technicians, matrons, and some more senior members of maintenance and catering teams. The Upper Middle Quartile of earners is primarily made of the following roles: teaching and pastoral staff, and senior administrative staff.

In the Upper quartile of earners, the mean difference shows that women earn 7.53% more than men, however, the median difference shows that women earn 3.26% less than men. An explanation for this difference is a higher number of men fall into this quartile, however a higher proportion of women occupy the most senior posts. This quartile is primarily made of the following roles: senior academic and pastoral staff, Senior Leadership Team, Senior Management Team and Executives.

### Summary including action plan

Governors have approved an additional budget to increase the rates of pay of those staff who fall into the lowest quartile. This remedial action over the course of the next three years is expected to have a significant positive effect on the rates of women's pay in the lower quartile and we hope to reduce the gender pay gap in this way over the next few years.

March 2019

This report has been authorised to be published by:

Mr Elliot Lipton, BSc (Hons), MBA, FRSA, FRICS

Chair of Governors

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