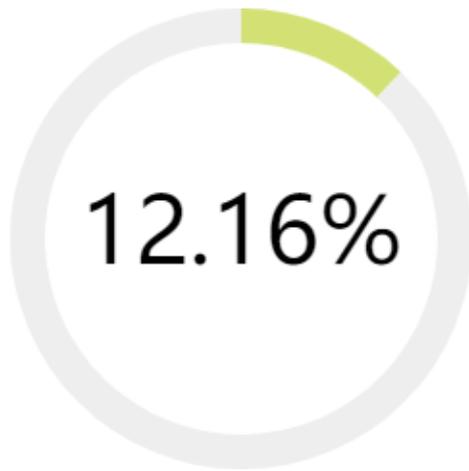


# The Mill Hill School Foundation Gender Pay Gap Report

.....

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 2020 (last year's report was based on dataset of 05 April 2019).

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

24.16: M

21.22: F

DIFFERENCE 2.94

Last Year	Mean:	11.00%
	Male:	£22.73
	Female:	£20.23
	Difference:	£2.50



## MEDIAN PAY GAP

22.25: M

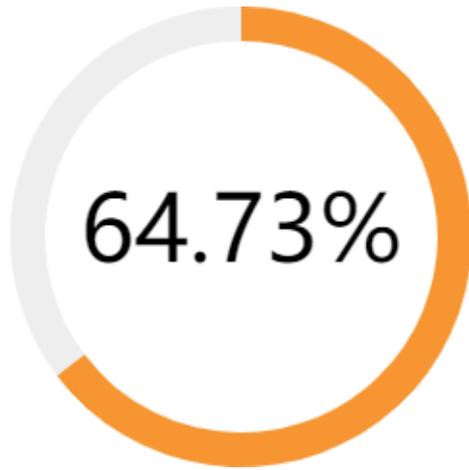
17.77: F

DIFFERENCE 4.48

Last Year	Mean:	16.62%
	Male:	£20.96
	Female:	£17.48
	Difference:	£3.48

# The Mill Hill School Foundation Gender Pay Gap Report

---



EMPLOYEES 499

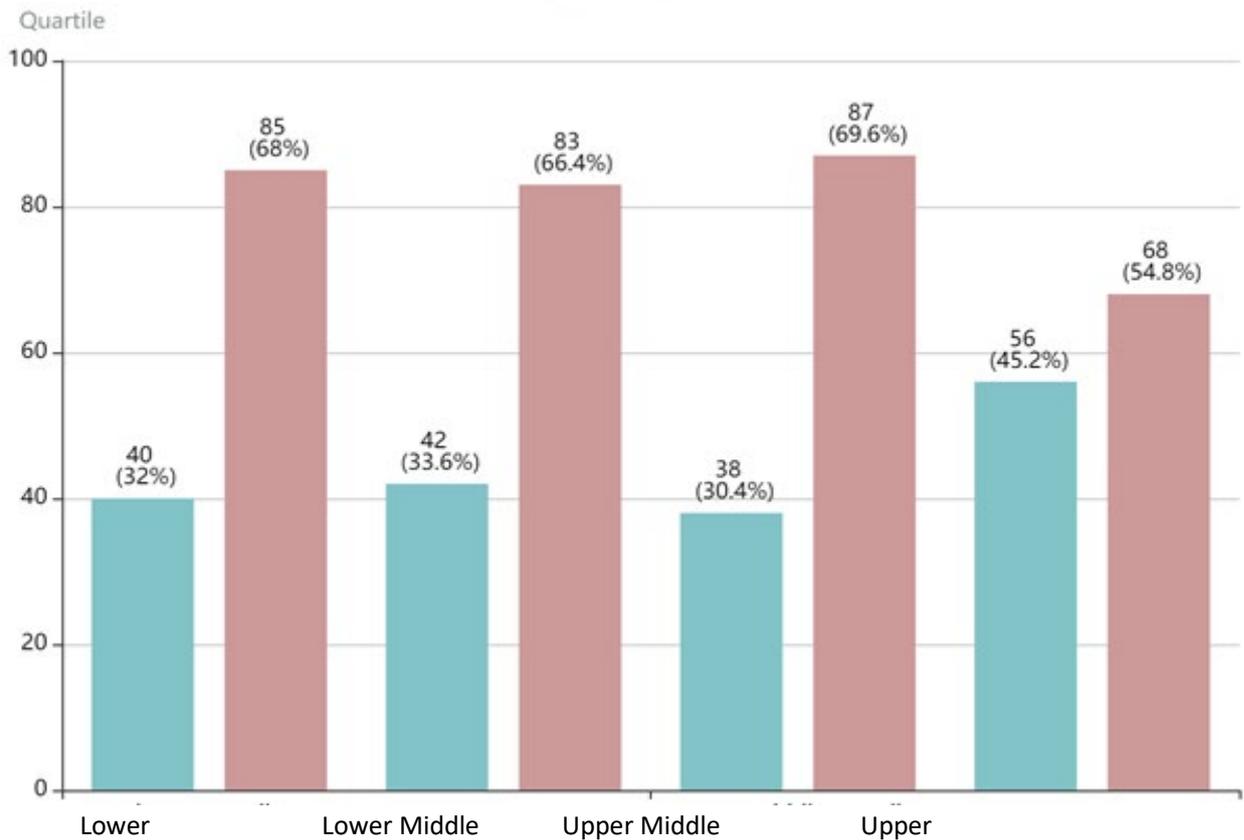
176: M

323: F

DIFFERENCE 147

Last Year      Male:            162  
                     Female:          285 (63.76%)  
                     Difference:      123  
                     Total:            447

## Workforce



# The Mill Hill School Foundation Gender Pay Gap Report

.....  
**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 the Gender Pay Gap Report for 5 April 2019 there has been a slight increase in the gap to 12.16% from 11.10%. The Lower, Lower Middle and Upper Middle bandings all have positive pay gaps, and the total mean gap is driven by the Upper quartile.

The proportion of male and female staff remains relatively constant despite an increase in the total staff population, 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

March 2021