

25<sup>th</sup> March 2024

## Mary Hare Gender Pay Gap Report 2023

Mary Hare employs 289 members of staff and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mary Hare is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities.

Mary Hare values all employees and recognises that the academic achievements of our pupils are dependant on the quality, competence and motivation of our staff. When developing the strategy and policies for the organisation, the Executive and Trustees continually aim to respect the staff, to values differences and promote individual development.

The organisation endeavours to ensure that all staff are fairly paid and operates an Equal Pay Policy with regard to both the academic and the support staff.

### Context

It is important to recognise that equal pay does not necessarily equate to a low gender pay gap.

Equal pay relates to men and women carrying out similar roles and earning the same pay. At Mary Hare, all teachers are paid on the same teaching pay scale which means that there is no distinction in pay between a male or female teacher. Similarly, within the Support Staff, comparable roles are equally paid, for example, a member of the housekeeping team is paid the same hourly rate as a member of the catering team.

The gender pay gap report shows the difference in average pay between men and women, regardless of the role that they undertake within the school.

At Mary Hare 79% of our staff are female (78% in 2022) and 21% (22% in 2022) are male, which is fairly consistent across recent years. Many of our support staff roles are attractive to women as the organisation offers part time and term time contracts. While all roles are available to both genders, many of those jobs involving pastoral care for the children and roles that support throughout the school are fulfilled by women.

## Information

Mary Hare has carried out the required calculations and our gender pay gap data is as follows. The following table shows a breakdown between female and male across the four quartiles and in total.

	Female	Male	Total
<b>Lower Quartile</b>	<b>62</b> (56)	<b>11</b> (12)	<b>73</b> (68)
<b>Lower Middle Quartile</b>	<b>65</b> (52)	<b>7</b> (15)	<b>72</b> (67)
<b>Upper Middle Quartile</b>	<b>51</b> (55)	<b>21</b> (12)	<b>72</b> (67)
<b>Upper Quartile</b>	<b>51</b> (46)	<b>21</b> (21)	<b>72</b> (67)
<b>Total</b>	<b>229</b> (209)	<b>60</b> (60)	<b>289</b> (269)

*\* 2022 figures shown in parenthesis*

## Gender Pay 2023



*\* 2022 figures shown in parenthesis*

Our median has increased from 12.52% (2022) to 15.88% and the mean has decreased from 17.35% (2022) to 15.98%. This is driven by the decrease of female staff in the upper middle quartile and an increase of male staff in this quartile. It also reflects an increase of female staff in the lower and lower middle quartiles and a decrease of male staff in the lower middle quartile.

The mean and median gender pay gap is based on an hourly rate of pay calculated on a snapshot date of all relevant employees as of 4<sup>th</sup> April 2023, including both full and part time employees. Mary Hare does not pay any bonuses.

In the infographics below, we show the percentage of men and women in each quartile. The table beneath shows the mean and median pay gaps by quartile.

Each quartile is calculated by ranking by pay and then dividing the workforce into four equal parts. At Mary Hare, this equates to 72 employees per quartile.

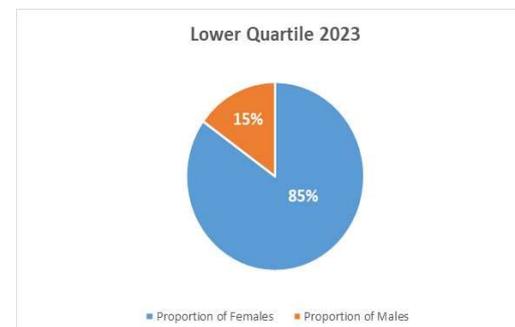
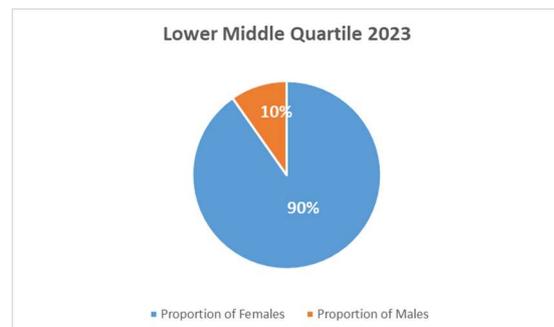
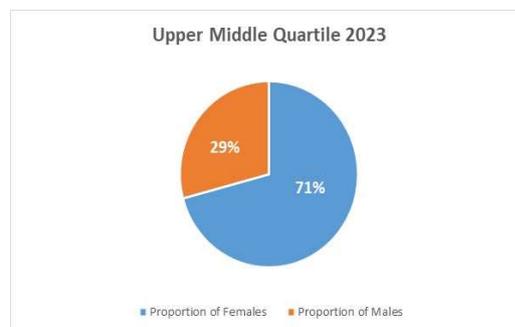
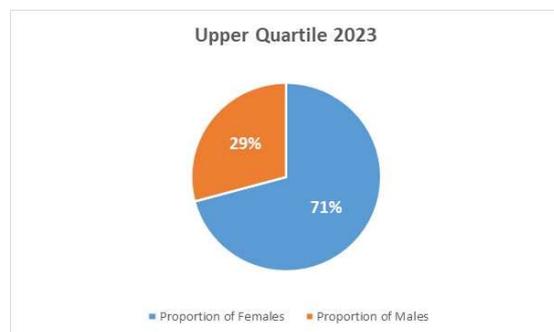
A positive gap means that the male mean or median is higher than the female equivalent (upper and lower middle).

A negative gap means that the female mean or median is higher than the male equivalent (lower, lower middle and upper middle).

	Mean Pay Gap	Median Pay Gap
Upper Quartile	<b>5.68%</b> (12.33%)	<b>3.36%</b> (2.86%)
Upper Middle Quartile	<b>-0.30%</b> (2.54%)	<b>0.19%</b> (6.74%)
Lower Middle Quartile	<b>0.29%</b> (-1.80%)	<b>0.00%</b> (-2.48%)
Lower Quartile	<b>-1.40%</b> (22.22%)	<b>-8.41%</b> (5.6%)

\*2022 figures shown in parenthesis

The upper quartile includes all members of the Executive and Leadership teams. It also includes members of the academic staff, some of whom hold additional management responsibilities such as a Head of Faculty. The gap in the mean of this quartile has been reduced to 5.68% from 12.33% in 2022, reflecting the increase in the number of females in senior roles in the organisation over the previous year.



These results have been submitted to the Government Equalities Office in addition to being published on our website. We hereby confirm that the information compiled and provided by Mary Hare’s HR team in this report is accurate.

**Robin Askew**  
Principal / CEO

**Peter Robson**  
Chief Operating Officer