

Gender Pay Gap Report 2019



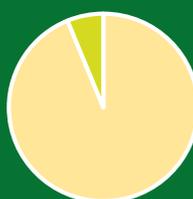
The Latymer Foundation at Hammersmith is committed to the principles of equal opportunity, diversity and inclusion. We seek to attract and retain the very best staff, ensuring that our staff body reflects the diversity of our students and the local community.

Of the 360 staff whose pay data is included within this report, 46% were male and 54% female. This includes staff working on both a full and part time basis, both Teaching and Support staff.

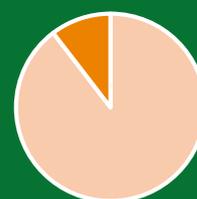
Gender Pay & Bonus Gap (all staff) Proportion of employees receiving a bonus

Difference between men and woman	Mean Average	Median Middle
Gender Pay Gap	10.4%	13.5%
Gender Bonus Gap	3.3%	32%

Female 7%

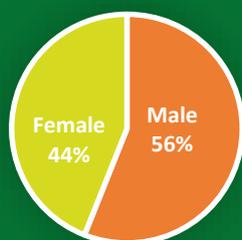


Male 12%

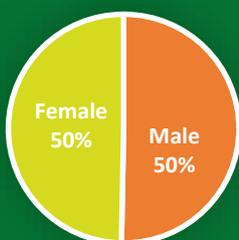


Pay Quartiles

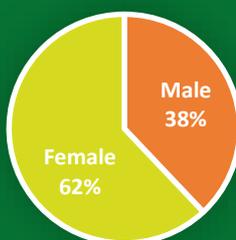
Upper Quartile



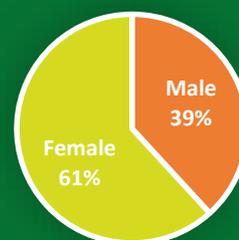
Upper Middle



Lower Middle



Lower Quartile



Male Female

Teaching & Support Staff

2019	Mean	Median	2018	Mean	Median	2017	Mean	Median
Teaching Staff	6.3%	5.4%		8.9%	7.2%		8.9%	7.8%
Support Staff	1.9%	-0.8%		4.1%	-3.9%		6.3%	3.6%

OUR PAY GAP - APRIL 2019

Our median gender pay gap is 13.5% and mean gender pay gap is 10.4%. This compares favourably with both the UK average (17.3%) and within the Education Sector (20.1%) as reported by the Office for National Statistics (ONS). Median pay is the preferred measure used by the ONS since it is less affected by extremes.

The Gender Pay Gap measures the difference in average pay across all male and female employees, regardless of role or seniority. It is a measure of gender balance. This is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We are confident that our gender pay gap does not stem from paying men and woman differently for the same or equivalent work.

In 2019 we have seen an improvement in our gender pay gap compared with both our 2017 and 2018 published data sets. Further analysis indicates that our median gender pay gap for teaching staff has reduced to 5.4% (mean 6.3%) and we see this as a significant sign of progress in our commitment to address the identified imbalance within our more senior teaching staff.

However, we are not complacent and recognise that this is only the start of the journey. We will continue to maintain a sustained focus on gender pay and delivering our internal action plan over the longer term:

- Having a member of the Senior Leadership Team monitoring and reporting on diversity within the organisation.
- Establishing a fully representative staff Diversity and Inclusion Board.
- Continuing to provide further opportunities for professional development and progression beyond traditional linear routes.
- Continuing to deliver professional coaching and mentoring to our Teaching staff.
- Reviewing recruitment shortlists to ensure provision of a suitably diverse and gender balanced candidate base.
- Using skill-based assessment tasks in recruitment.
- Following a structured approach to recruitment and selection.
- Developing a culture that promotes flexibility in the workplace through the development and promotion of policies that offer flexible working, enhanced Maternity, Paternity and Shared Parental Pay and career breaks to all our staff.
- Actively seeking candidate and employee feedback on areas of workplace culture and employment practice to identify areas for future focus and improvement.

We do not award a significant number of bonuses to staff. Those awarded recognise staff, male and female, who have made a significant and specific contribution to the School. Awards are entirely merit based, being linked to neither role, seniority nor gender. Although we are reporting a bonus gender pay gap this year of 32%, this is primarily the result of bonuses awarded to members of our teaching staff (median 33%) rather than support staff (median -25%). In the case of teaching staff the bonuses awarded were based on a fixed calculation and therefore not open to influence by gender.

I confirm that the information published here is accurate and endorsed by the Governors of the Foundation.



Tricia Howarth
Director of Human Resources