

Gender Pay Gap Report 2020



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.

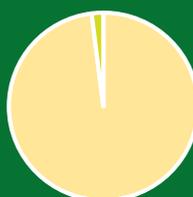
This report presents the gender pay gap for staff employed by the Foundation (Latymer Upper and Prep School) at the “snapshot” date of 5th April 2020. Of the 344 staff whose pay data is included within this report, 48% were male and 52% female. This includes staff working on both a full and part time basis, both Teaching and Support staff.

Gender Pay & Bonus Gap (all staff)

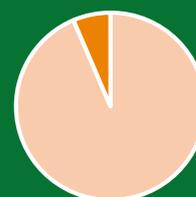
Proportion of employees receiving a bonus

Difference between men and woman	Mean Average	Median Middle
Gender Pay Gap	7.8%	8.8%
Gender Bonus Gap	0%	0%

Female 1.8%

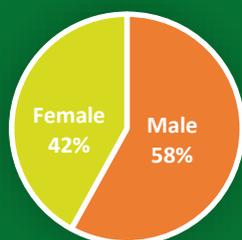


Male 6.9%

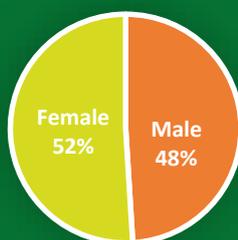


Pay Quartiles

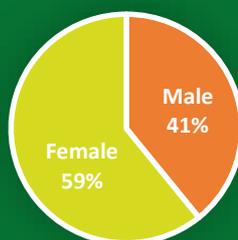
Upper Quartile



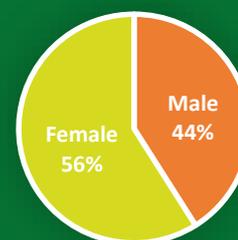
Upper Middle



Lower Middle



Lower Quartile



Male Female

OUR PAY GAP - APRIL 2020

Our median gender pay gap is 8.8% and mean gender pay gap is 7.8%. This compares favourably with both the UK average (15.5%) and within the Education Sector (25.4%) 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 is an equality measure and demonstrates the difference in average earnings 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 2020 we have seen further and significant improvement in our gender pay gap compared with our previous published data sets. We believe this positive change reflects our continued strategic commitment to all aspects of Equality and Diversity. However, we are not complacent and recognise that there is still more we need to do; our focus on further reducing gender pay remains a strategic priority.

Our action plan includes:

- Having a member of the Senior Leadership Team responsible for monitoring and reporting on diversity within the organisation.
- Having a fully representative staff **Equality and Diversity Board** to help drive forward positive change.
- **Providing opportunities for professional development and progression.** This year we are introducing an in-house programme - “preparing for senior leadership”.
- Delivering professional **coaching and mentoring** opportunities open to all staff.
- **Recruitment:**
 - Ensuring that all shortlisting and interview panels include a member of the HR team.
 - Ensuring all those involved in recruitment decisions have received unconscious bias training.
 - 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.
 - Analysing and reporting recruitment data.
- **Promoting flexibility in the workplace** through a suite of policies that offer flexible working, enhanced Maternity, Paternity and Shared Parental Pay and career breaks to all our staff.
- Actively seeking both **candidate and employee feedback** on areas of workplace culture and employment practice; identifying areas for future focus and improvement.
- Conducting a **Strategic Review of Pay and Reward.**

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. We are encouraged that in 2020 there was no gender bonus gap to report.

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



Tricia Howarth
Director of Human Resources