

Gender Pay Gap Report 2021



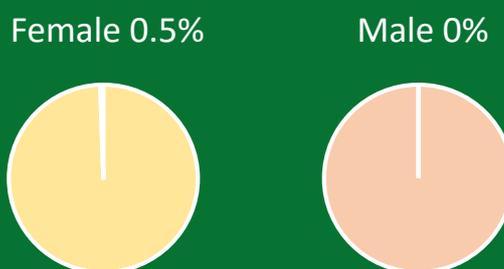
The Latymer Foundation at Hammersmith is committed to the principles of equal opportunity, diversity and inclusion. We seek to attract and retain the very best staff, ensuring that our staff body reflects the diversity within both our student and local community.

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 2021. Of the 349 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)

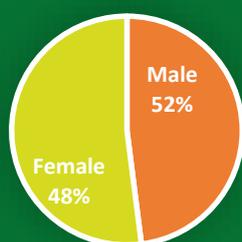
Difference between men and woman	Mean Average	Median Middle
Gender Pay Gap	7.1%	13.4%
Gender Bonus Gap	-100%	-100%

Proportion of employees receiving a bonus

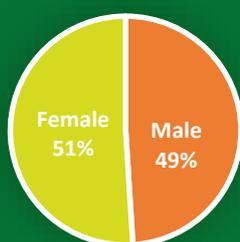


Pay Quartiles

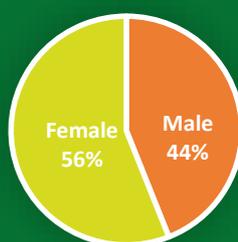
Upper Quartile



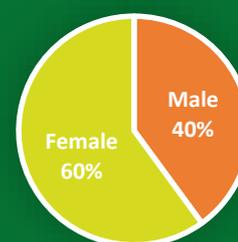
Upper Middle



Lower Middle



Lower Quartile



Our median gender pay gap is 13.4% and mean gender pay gap is 7.1%. This compares favourably with both the UK average (15.4%) and within the Education Sector (26%) as reported by the Office for National Statistics (ONS).

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, the purpose of which is to ensure that men and women are paid the same for carrying out work of equal value.

In 2021 we have seen an increase in our median GPG compared with our previous published data sets whilst our mean GPG has continued to see a marginal improvement. We are disappointed in this overall result but believe this change reflects a number of factors; some internal and others that are a direct result of the global pandemic. Internally, we introduced pension salary sacrifice and the ability to purchase additional leave; additional benefit options that have so far been taken up by a majority of female employees and which, due to the prescriptive nature of the GPG calculations, will have reduced the reference pay on which these calculations are based. In response to the pandemic, we also altered many aspects of our fixed term employee base as we responded to Government Guidance in Schools. We believe that these factors cumulatively contributed to the increase in our Median GPG. We will continue to monitor the data very closely as part of our continued strategic commitment to all aspects of Equality and Diversity; maintaining our focus on further reducing our gender pay as 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.
- **Recruitment:**
 - All shortlisting and interview panels include a member of the HR team.
 - All those involved in recruitment decisions receive equality and diversity training.
 - Recruitment shortlists are reviewed to ensure provision of a suitably diverse and gender balanced candidate base.
 - Using skill-based assessment tasks in recruitment.
 - Adopting a structured approach to recruitment and selection.
 - Analysing and reporting annual recruitment data.
- **Promoting flexibility in the workplace** through a suite of policies that offer flexible working, enhanced pay for family leave 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.
- Continuing to **monitor and respond** to our GPG data.

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. In 2020 we awarded one bonus which is reflected in the negative bonus pay gap reported.

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



Tricia Howarth
Director of Human Resources