

Gender Pay Gap Report 2017



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 315 staff whose pay data is included within this report, 50.5% were male and 49.5% female. This includes staff working on both a full and part time basis, both Teaching and Support staff. We view the introduction of gender pay gap reporting as a positive step towards achieving genuine diversity within our staff community.

Gender pay & bonus gap

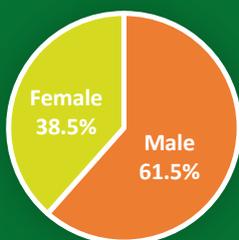
Difference between men and woman	Mean Average	Median Middle
Gender Pay Gap	10.3%	15%
Gender Bonus Gap	-44.9% (44.9% higher than that of men)	-33.3% (33.3% higher than that of men)

Proportion of employees receiving a bonus

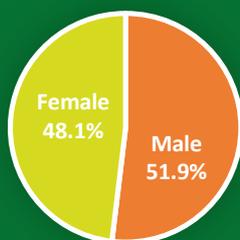


Pay Quartiles

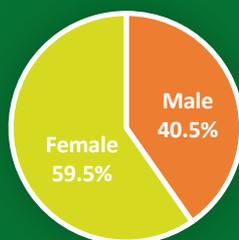
Upper Quartile



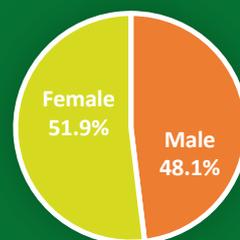
Upper Middle



Lower Middle



Lower Quartile



Male Female

GENDER PAY

The Latymer Foundation 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.

As an employer with more than 250 staff, we are required to publish a report providing data on six key metrics that illustrate our Gender Pay Gap. This data provides a historical snapshot of the gender balance within our School. The six published metrics for The Latymer Foundation relate to the snapshot date of 5 April 2017. Calculations are based on the hourly rate of pay received by each member of staff on this date and bonuses paid in the 12 months to 5 April 2017.

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OUR PAY GAP

Based on the Government's methodology, our mean gender pay gap is 10.3% and median gender pay gap is 15%. This is smaller than the UK average (18.1%) and for the Education sector as a whole (15%). We recognise the need to understand what is driving our pay gap and what we can do to improve it. ⁽¹⁾

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.

Our data indicates that our pay gap is predominantly driven by more male staff holding senior roles, the upper quartile. Further analysis indicates that this imbalance sits largely within our more senior teaching staff. Our mean gender pay gap for teaching staff is 8.9% (median 7.7%) and for support staff the mean pay gap is 6.3% (median 3.6%).

Our bonus gender pay gap metrics show a negative figure, indicating a bonus pay gap in favour of female staff. 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, their award being linked to neither role, seniority nor gender.

ADDRESSING THE CHALLENGE

We view the introduction of gender pay gap reporting as a positive step towards achieving genuine diversity within our staff community. Our Governors and Senior Leadership Team demonstrate a clear commitment to increasing diversity, across a number of measures, within our strategic plan.

These include:

- A clear and stated school wide commitment to diversity and inclusion.
- Identifying and addressing any unintended barriers that may prevent women progressing to senior roles within the School.
- Broadening our reach and approach to recruitment and retention.
- Recognising the limitations within our departmental structure for traditional linear progression and seeking new and creative opportunities.
- Ensuring that women are both encouraged and supported to step into a broad range of leadership roles.
- Providing structured coaching and mentoring support.
- Reviewing our family friendly policies; exploring whether these offer sufficient flexibility and support for women in leadership.

⁽¹⁾ UK PWC women in Work Index Report <https://www.gov.uk/government/news/uk-gender-pay-gap>

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



Tricia Howarth
Director of Human Resources