

Blatchington Mill School Gender Pay Gap Data March 2017

We are required to publish the following information:

Employee headcount: 261

Employee contract headcount: 355

Data to Publish	%
Mean gender pay gap	15.23 %
Median gender pay gap	19.78 %
Mean bonus gender pay gap	N/A
Median bonus gender pay gap	N/A
Proportion of Males receiving a bonus	N/A
Proportion of Females receiving a bonus	N/A
Proportion Male Lower Quartile	28.09 %
Proportion Female Lower Quartile	71.91 %
Proportion Male Lower Middle Quartile	38.20 %
Proportion Female Lower Middle Quartile	61.80 %
Proportion Male Upper Middle Quartile	33.71 %
Proportion Female Upper Middle Quartile	66.29 %
Proportion Male Top Quartile	46.59 %
Proportion Female Top Quartile	53.41 %

Additional Context and Background

We at Blatchington Mill School pride ourselves on working hard for equality in all areas of life for our students, staff and our community.

Our recruitment procedures are fair and transparent and we support career development across our staff group.

We recognise the national context of the challenges that women face in balancing the demands of family with maintaining and advancing a career and we work closely with our staff to retain and value them.

The data shown relating to the Gender Pay Gap is taken from March 2017. There have been significant changes within the Senior Leadership Team since that time and so we fully expect the comparative analysis from March 2018 to show equality of pay between genders, to show the gap at least closing.

In March 2017 the Senior Leadership Team consisted of:

67% male and 33% female

whereas in March 2018 the make up is:

37.5% male and 62.5% female

This will have a significant effect on the whole school comparisons, we plan to publish updated data as soon as possible after March 2018.