



MILLFIELD

MILLFIELD GENDER PAY GAP REPORT 2017

This report sets out Millfield’s gender pay gap at the snapshot date of 5 April 2017 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Millfield’s gender pay gap

	Women’s average hourly pay is:
Mean gender pay gap	23.9% lower
Median gender pay gap	44.9% lower

Number and proportion of men and women in each pay quartile:

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Total
Number of employees - male	43	95	107	130	375
Number of employees - female	224	173	161	137	695
% of employees - male	16.1%	35.4%	39.9%	48.7%	100.0%
% of employees - female	83.9%	64.6%	60.1%	51.3%	100.0%

Bonuses:

Proportion of men receiving a bonus	0.3%
Proportion of women receiving a bonus	0.0%
Mean bonus gender pay gap	100.0%
Median bonus gender pay gap	100.0%

Why does Millfield have a gender pay gap?

Millfield is a co-educational boarding and day school in Somerset, and is the biggest local employer. Millfield employs a large workforce engaged in a diverse range of teaching and non-teaching roles. Men and women are paid equally for doing equal jobs. The main reasons for the gender pay gap at Millfield are the high proportion of female colleagues employed in lower-paid jobs, such as cleaning and domestic roles, many of which are flexible part-time, term-time only positions; and a lower proportion of women in senior management roles.

How is Millfield addressing the gender pay gap?

Millfield is committed to diversity and equal opportunities for both pupils and staff. We are keen to recruit and develop more female employees into senior management roles, whilst encouraging more men to take up support roles.

I confirm that the information in this report is accurate.

A handwritten signature in black ink, appearing to read 'Mark Suddaby', written in a cursive style.

Mark Suddaby
Bursar