



Gender Pay Gap Report

As an employer with over 250 employees Thomas's London Day Schools is required to submit a Gender Pay Gap Report on our website and on the government's online reporting service by 4th April 2018. The data snapshot below is as at 5th April 2017.

The results for Thomas's London Day Schools are:-

Mean gender pay gap	3.52%
Median gender pay gap	3.54%
Mean bonus gender pay gap	15.85%
Median bonus gender pay gap	30.82%
Proportion of males receiving a bonus payment	10.65%
Proportion of females receiving a bonus payment	17.76%

The proportion of males and females in each quartile are as follows:-

	Mean Hourly Rate	Median Hourly Rate	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Male	19.06	18.64	37	19	22	36	114
Female	18.39	17.98	81	99	96	82	358
			118	118	118	118	472

Male			31.36%	16.10%	18.64%	30.51%	24.15%
Female			68.64%	83.90%	81.36%	69.49%	75.85%

Explanatory Notes

Thomas's is committed to ensuring that all staff receive equal pay for equal work regardless of gender.

The mean and median bonus pay gap appear to be high given there are more females receiving a bonus payment. This can be explained as follows:-

- Bonuses have been awarded since 2011 annually to high performing teachers on the T3 pay scale and teaching assistants on the U4.10 pay scale.
- The bonus payment is paid pro-rata for part-time employees. If this calculation is completed by using a full time equivalent bonus the mean bonus pay gap would reduce to 5.54% and the median bonus pay gap would reduce to 9.65%.
- The bonus payment paid to teaching assistants at the top of the salary scale is less than the bonus paid to qualified teachers on the T3 scale. This is the reason for the 30.82% differential in the median bonus pay. The reason that more females receive the bonus than males is because the vast majority of our teaching assistants are female.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tobyn Thomas
Principal