



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 2019. The data snapshot below is as at 5th April 2018.

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

Mean gender pay gap	7.21%
Median gender pay gap	10.56%
Mean bonus gender pay gap	22.45%
Median bonus gender pay gap	59.72%
Proportion of males receiving a bonus payment	9.82%
Proportion of females receiving a bonus payment	19.13%

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	21.97	21.92	41	20	32	44	137
Female	20.53	19.61	90	111	99	87	387
			131	131	131	131	524

Male			31.30%	15.27%	24.43%	33.59%	26.15%
Female			68.70%	84.73%	75.57%	66.41%	73.85%

Explanatory Notes

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

Mean and Median Pay Gap

The Mean and Median pay gap are significantly higher than last year. This can be explained by the fact that our music Peripatetic teachers were included in this years report due to the timing of the Easter holiday. All Peripatetic teachers are paid on the same hourly rate (45% are male and 55% are female). Their pay rate has dramatically impacted on the Mean and Median figures which would be significantly lower if they were not included (the Mean figure would be 1.64% and the Median figure would be 2.98%).

Mean and Median Bonus Pay Gap

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 reason that more females receive the bonus than males is because all of our teaching assistants who are on the top end of the salary scale are female.
- The bonus payment is paid pro-rata for part-time employees. The percentage of those who are part time is 29% and are predominantly female).
- 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.

In the table below we have shown what the Mean and Median Bonus Pay Gap would be with the following adjustments:-

- Split the bonuses out by the job roles of Teacher and Teaching Assistant
- Adjust the bonuses for part time staff to reflect the full time equivalents (FTE)

	Teachers (actual)	Teachers (FTE)	Teaching Assistants
Mean bonus gender pay gap	3.09%	-10.48%	0% N/A as only female staff are receiving this bonus
Median bonus gender pay gap	18.94%	-20.28%	0% N/A as only female staff are receiving this bonus

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