



2018

Gender Pay Gap

Report



Framlingham

COLLEGE

BOARDING & DAY SCHOOL
BOYS & GIRLS AGED 2 - 18

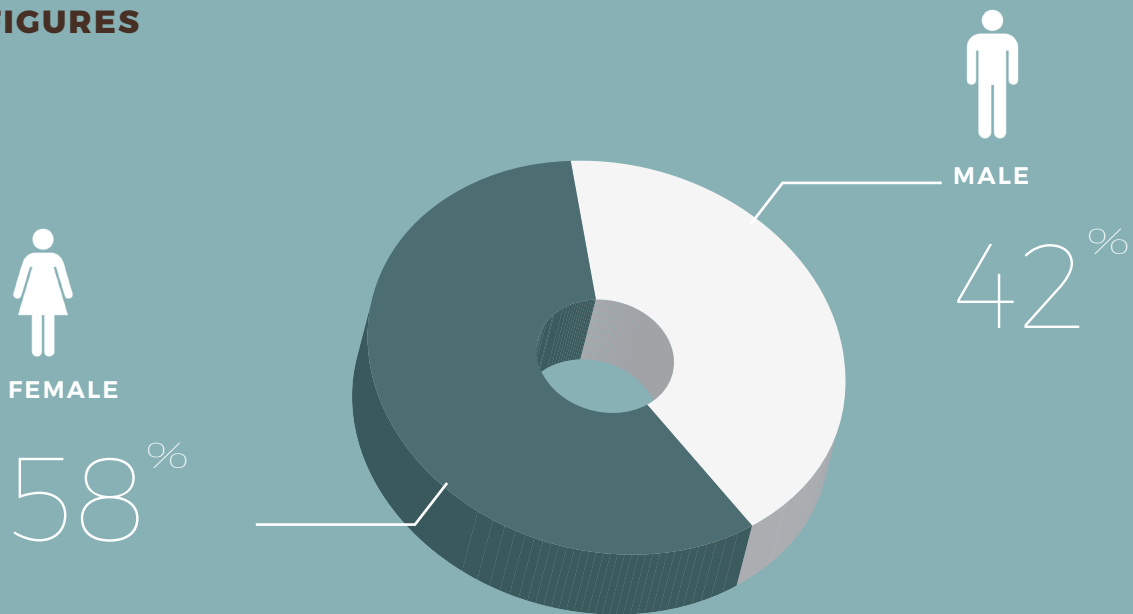
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

Key to terminology

- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

The information to be reported is for salaries paid to staff in the period during which 5th April falls. **This first report will cover information as at 5th April 2017.**

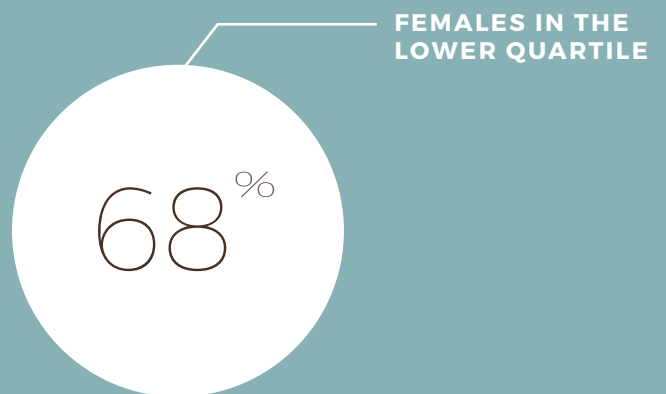
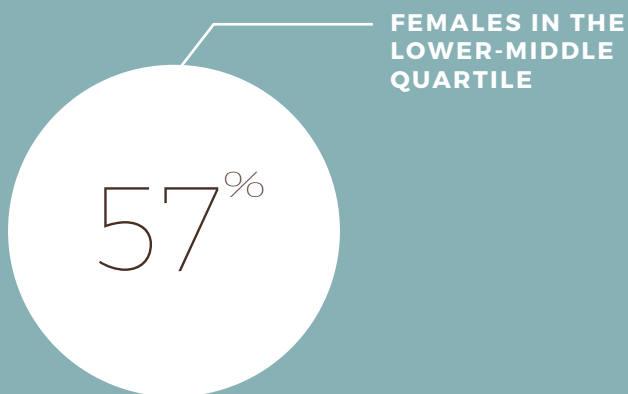
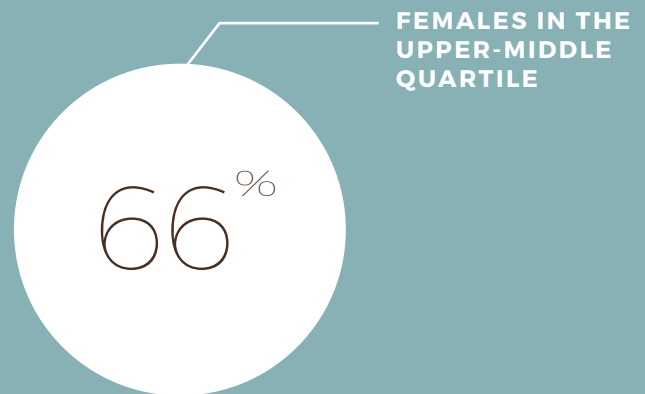
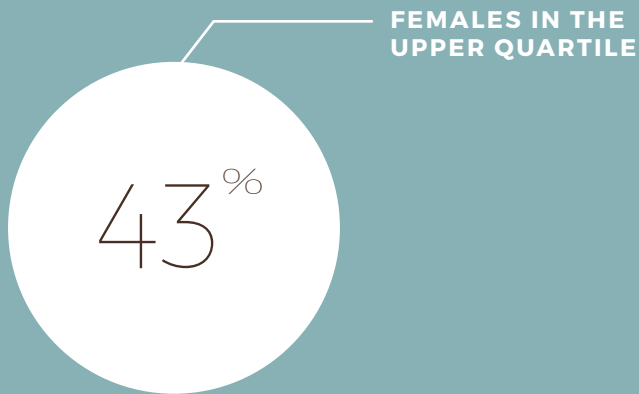
OUR FIGURES



58% of all staff at Framlingham College are female.



Pay Quartiles



Many of the roles in the lower quartile are domestic and catering jobs which are predominantly filled by female employees.

We have a support staff pay scale in place to ensure all staff are rewarded at an appropriate level for the work they do. We also pay Academic staff on a salary scale.

Bonuses

MEAN BONUS GAP

60%

MEDIAN BONUS GAP

-268%

MALES WHO
RECEIVED A BONUS

9%

FEMALES WHO
RECEIVED A BONUS

1%

Framlingham College does not, as a matter of course, award salary bonuses to staff. There are very few ad hoc awards each year.

On behalf of the Board of Governors I confirm that these figures are accurate.

Signed by appropriate person (Director or Governor)



AIR VICE-MARSHAL T.W. RIMMER
Chairman of Governors, Framlingham College