

GENDER PAY GAP REPORT

2019 REPORT



COVERING THE PERIOD APRIL 2017 - APRIL 2018



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Framlingham
COLLEGE

BOARDING & DAY SCHOOL
BOYS & GIRLS AGED 2 - 18

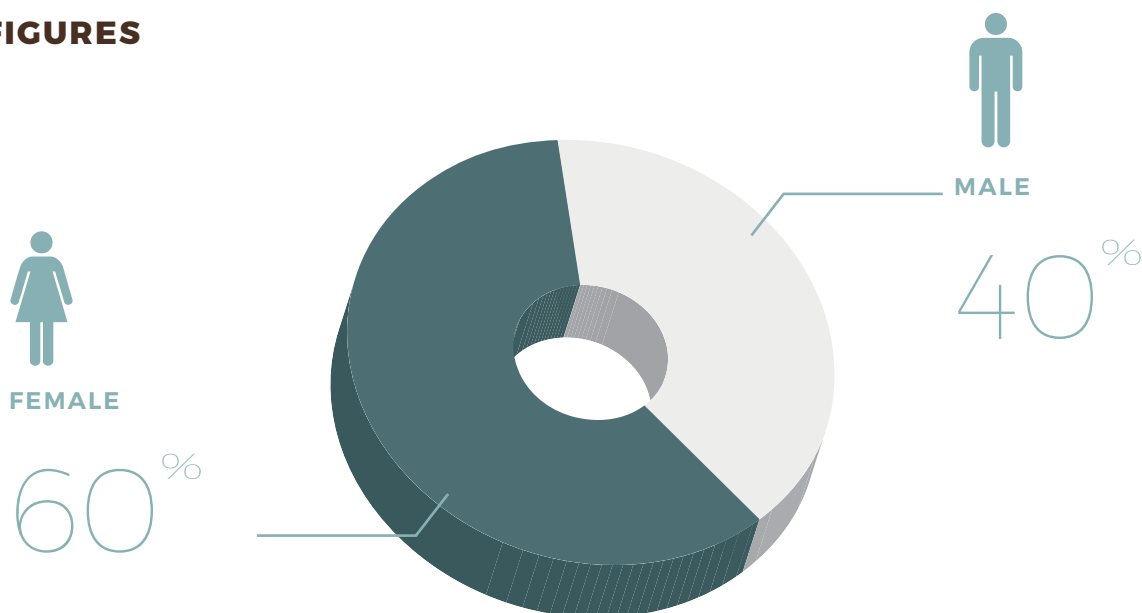
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

Key to terminology

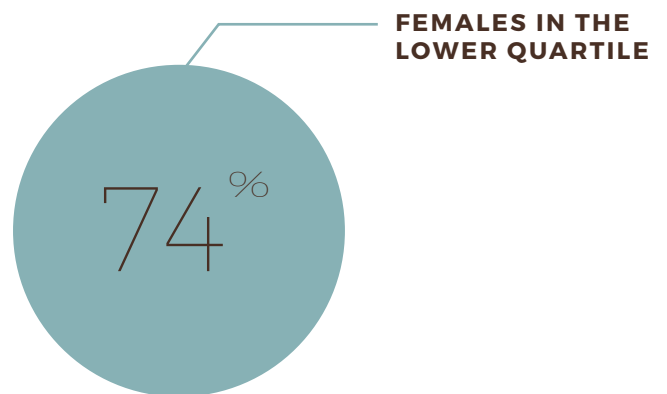
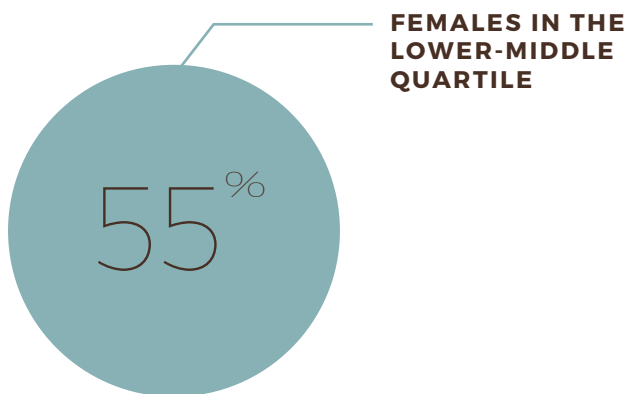
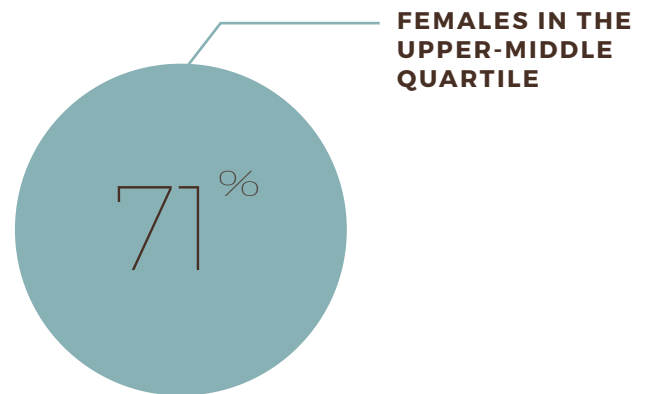
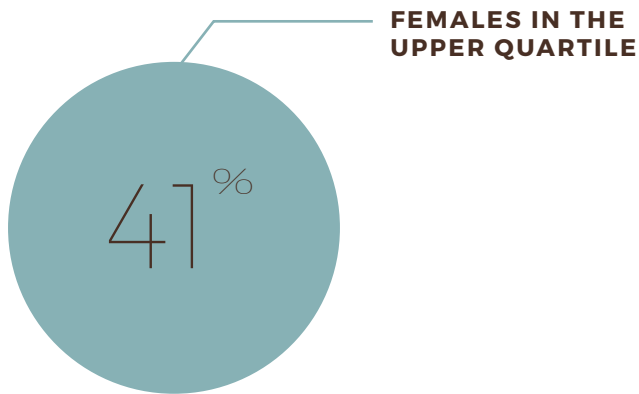
- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

The information to be reported is for salaries paid to staff in the period during which 5th April falls. **This second report covers information as at 5th April 2018.**

OUR FIGURES



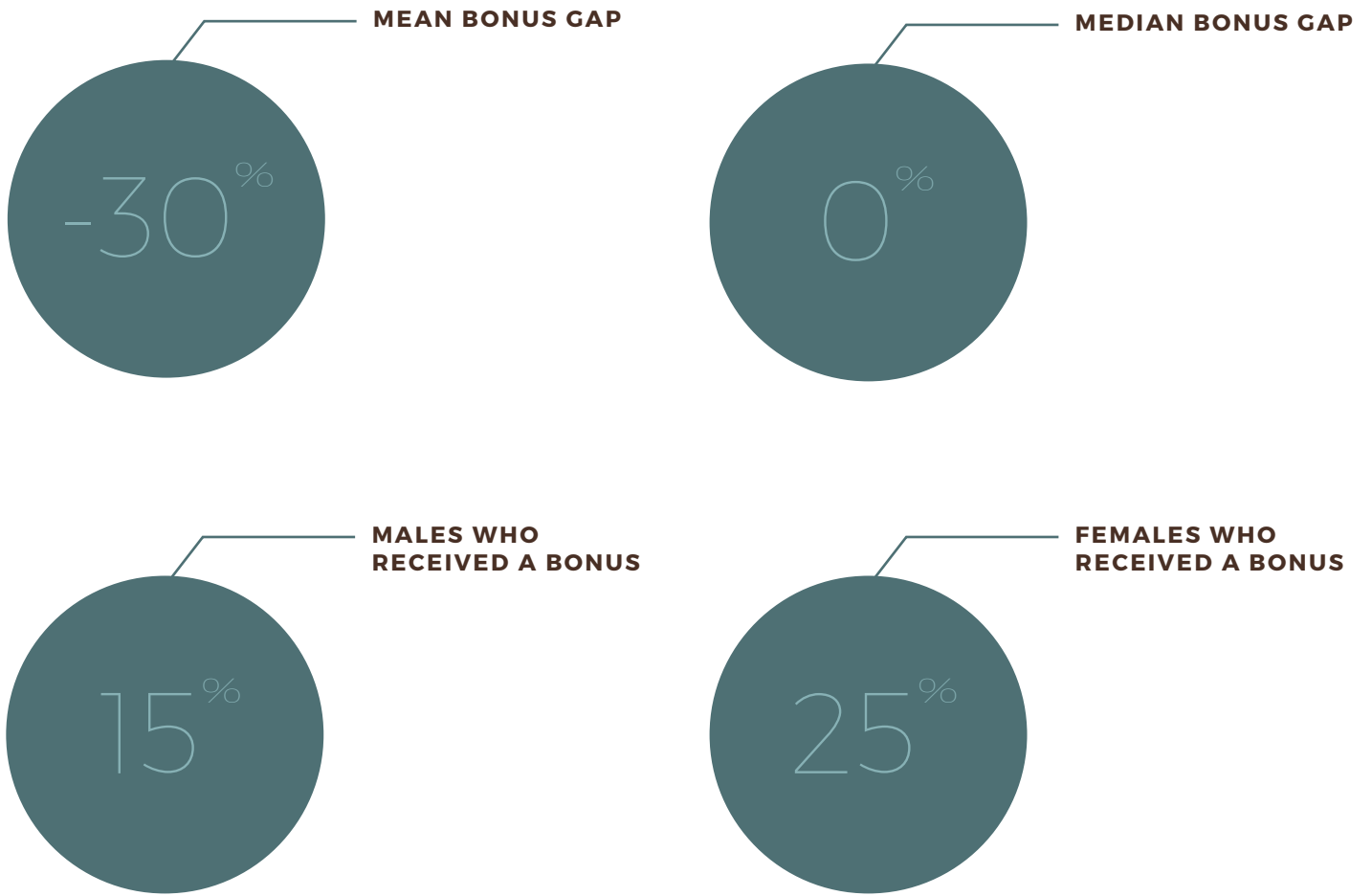
Pay Quartiles



Many of the roles in the lower quartile are domestic and catering jobs which are predominantly filled by female employees. 30% of females and 14% of males are employed in these lowest paid category of roles.

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



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

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