

FRAMLINGHAM COLLEGE

Gender Pay Gap Report

2020/2021



Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

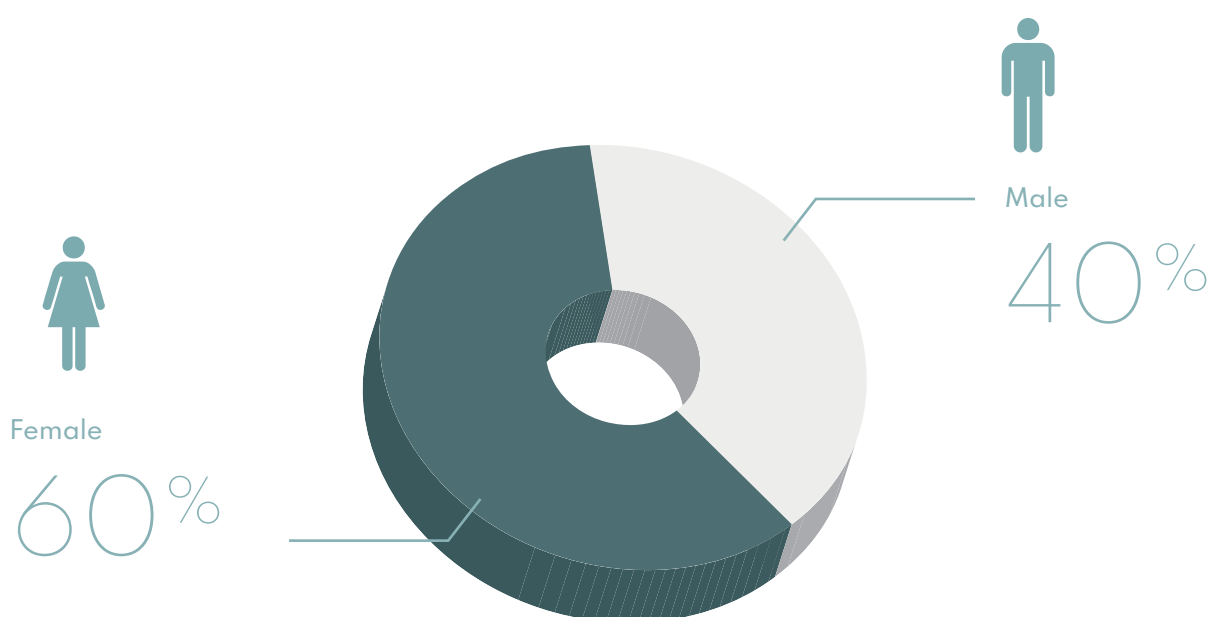
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

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.

This report covers information as at 5th April 2020.

Our Figures



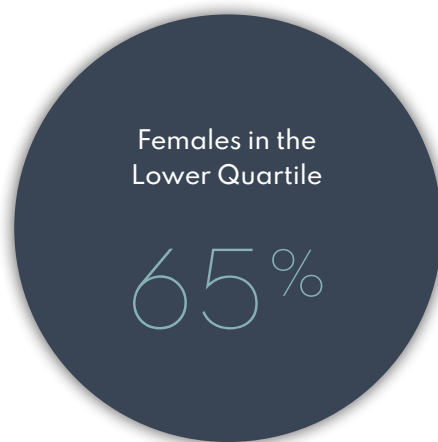
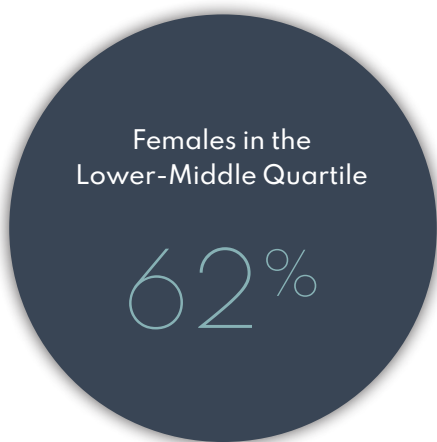
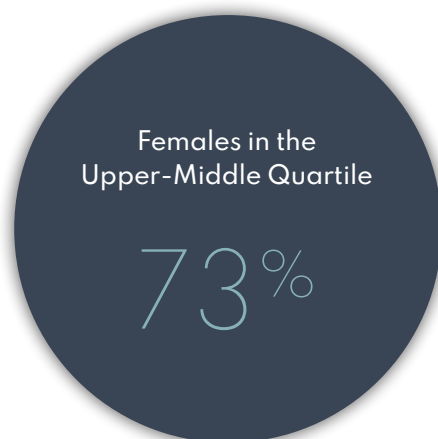
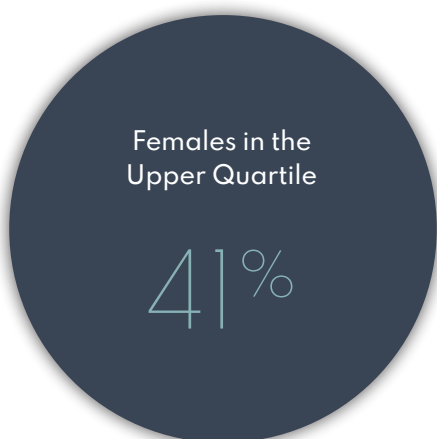
The Mean Pay Gap

15.5%

The Median Pay Gap

12.9%

Pay Quartiles



60% of all staff are female.

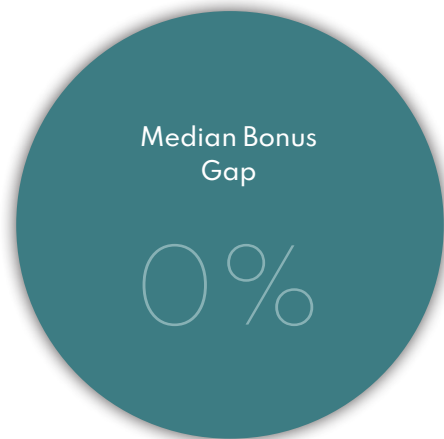
Many of the roles in the lower quartile are domestic and catering roles which are predominantly filled by female employees due to the flexibility of schools and term time working. We have a job evaluation scheme and staff pay scales in place to ensure all staff are rewarded at an appropriate level for the work they do.

I am delighted to report that our pay gap has decreased year on year for the last three years:

	2018	2019	2020
Mean Pay Gap (%)	22.2	21.6	15.5

This is mainly due to more woman in senior positions throughout the school. 42% of College SLT roles are held by women.

Bonuses



Framlingham College does not, as a matter of course, award salary bonuses to staff.

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

Signed by appropriate person (Director or Governor)

Sally Wood
Director of People, Framlingham College

To stay available online for three years.