



Gender pay gap data 2017/18

1.	Difference in mean hourly rate of pay	25%	
2.	Difference in median hourly rate of pay	53%	
3.	Difference in mean bonus pay	36%	
4.	Difference in median bonus pay	24%	
5.	Percentage of employee who receive bonus pay	Men 37%	Women 18%
6.	Employees by pay quartile		
	Upper quartile	Men 55%	Women 45%
	Upper middle quartile	Men 39%	Women 61%
	Lower middle quartile	Men 23%	Women 77%
	Lower quartile	Men 21%	Women 79%

Size of organisation: 266 employees

Narrative

Mean and median hourly rates of pay: Male employees across Langley School (1960) Ltd on average earn 25% more than female employees. This figure does not give an accurate reflection of the sum paid within the organisation as there are substantially more women within the business that fill positions paid within the lower quartile. The hourly rate paid to all employees is not awarded by gender but by a process of salary benchmarking across the education sector from which a competitive set of pay scales have been implemented.

Bonus pay: Bonus payments are awarded to staff in teaching roles who choose to apply for additional areas of responsibility and are known across the business as 'allowances'. These allowances are awarded in recognition of additional responsibilities assumed by teaching staff. These roles are open to all teaching staff and are awarded to the most qualified and capable candidate. At present there are more bonus awards to male employees who have been successful following an application/interview process. The value of the bonus is pre-determined and not dependent upon gender.

Quartiles: As previously stated there are significantly more women filling the roles which fall in the lower and lower middle quartiles. The nature of these roles frequently results in a very high percentage of applications and appointments being fulfilled by women. The upper middle and upper quartiles are predominantly teaching and leadership staff whose salary is awarded on a teaching/leadership scale and is not subject to gender. There are more men within this area of the school, which again explains the figures shown.

Langley School is an equal opportunities employer.

Langley School

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