

## GENDER PAY GAP REPORT 2017

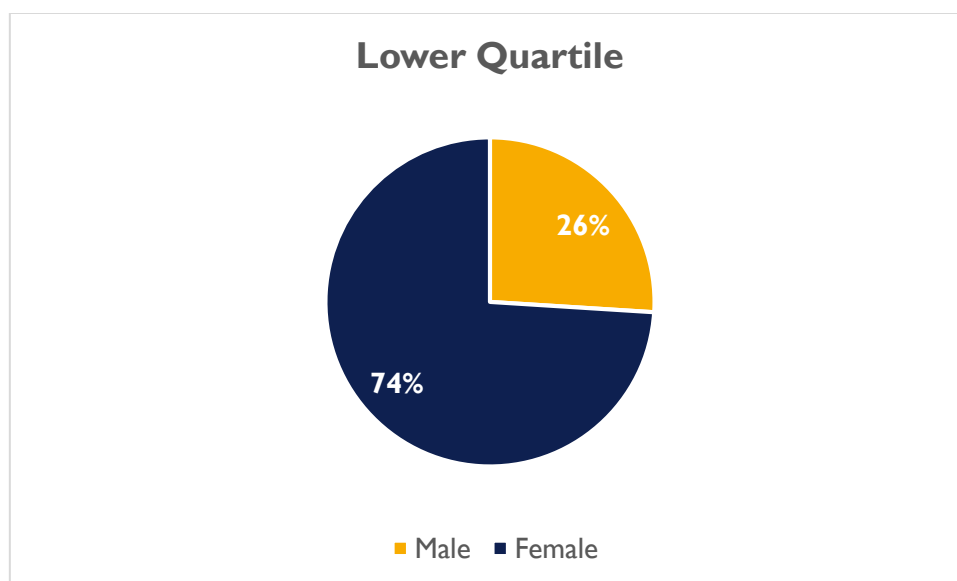
Government published new Regulations relating to Equality in the workplace which came into force on 6th April 2017. The regulations apply to all schools with 250 relevant employees on the relevant date which is 5th April 2017. Colfe's School is required to analyse and report on our Gender Pay Gap which involves calculating average rates of pay for our male and female employees.

<b>Mean Gender Pay Gap</b>	9%
<b>Median Gender Pay Gap</b>	8%
<b>Mean Bonus Gender Pay Gap</b>	56%
<b>Median Bonus Gender Pay Gap</b>	9%

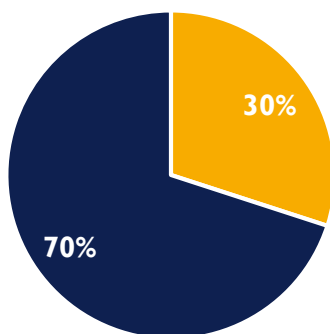
Proportion of Employees receiving a bonus:

<b>Female</b>	<b>Male</b>
1%	3%

Proportions of males/females in each quartile pay band:

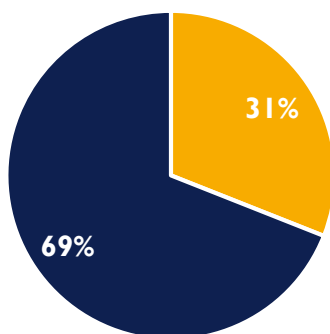


### Lower Middle Quartile



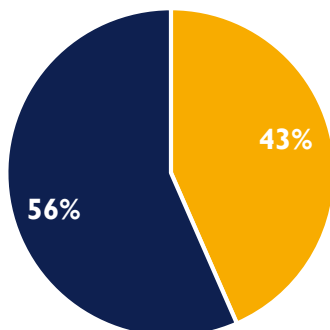
■ Male ■ Female

### Upper Middle Quartile



■ Male ■ Female

### Upper Quartile



■ Male ■ Female

Colfe's School is committed to providing a good working environment for all our staff and that includes ensuring staff receive a fair rate of pay for the work which they do. We review our salary bandings for our teaching staff on an annual basis and regularly benchmark pay for our support staff.

We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our gender pay gap reflects the nature of our workforce. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 5th April 2017.