

# The Dulwich College Preparatory School Trust

## Gender Pay Statement

In April 2017, Dulwich College Preparatory School Trust (the 'Trust') employed more than 250 employees. The Trust comprised two schools: Dulwich Prep London and Dulwich Preparatory School Cranbrook.

Under the Equality Act (Gender Pay Gap Information) Regulations 2017 the Trust was required to publish statistics showing the difference in pay between male and female employees in April 2017.

The Trust has identified the following:

**Mean Gender Pay Gap: 8.3%**

This is the difference in the average hourly rate of pay between male and female employees.

**Median Gender Pay Gap: 11.2%**

This is the difference in the median hourly rate of pay between male and female employees.

**Pay Quartiles:**

Top Quartile	45.2% male	54.8% female
Upper Middle Quartile	26.2% male	73.8% female
Lower Middle Quartile	22.6% male	77.4% female
Lower Quartile	36.5% male	63.5% female

There were no bonus payments.

The Trust has always been committed to ensuring that our employees are paid an impartial rate for the work that they do. Male and female employees receive equal pay for equal work regardless of gender. Male and female employees at both schools continue to be treated equally on appointment, and throughout their careers at their respective school.

Teaching staff are paid on an incremental scale that rewards them for their level of experience. Support staff pay is regularly reviewed against the external market to ensure that it reflects the value and complexity of the work undertaken.

We believe that the gap in pay detailed above reflects the nature of the schools' employees' roles and responsibilities. We will continue to review rates of pay to ensure that they are unbiased and reflect the pay for similar roles in the wider market.

I can confirm that the calculations are an accurate representation of the Trust's position at 5<sup>th</sup> April 2017.

