



The Oratory Schools Association Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The Gender pay gap is defined as the difference in median pay between men and women.

The Oratory Schools Association consist of The Oratory School, a Roman Catholic day and boarding school for boys from 11-18, with approximately 146 staff, and The Oratory Preparatory School, a Roman Catholic day and boarding school for boys and girls from 3 to 13, with 110 staff.

The data is taken from April 2018 and is published on our website and submitted to the government. The Office for National Statistics shows the national pay gap has fallen from 27.5% in 1997, to 18.4% in 2017 and to 17.9% in 2018, but remains positive in value – meaning that on average men are paid more than women.

Our Pay Gap results:

Mean gap = 18%

Median gap = 30%

Pay Quartiles	Male	Female
Upper	69%	31%
Upper Middle	31%	69%
Lower Middle	34%	66%
Lower	42%	58%

The mean shows the overall size of our gender pay gap is 18%, so men are paid more than women. This is in line with the national average, but is still a gap that needs addressing. This has reduced from 2017, when the mean was 20%.

When looking at the pay quartiles, the results show an imbalance in the pay for women in the upper pay quartile only. This is partly due to the fact that historically it was normal to find a greater number of male teachers in an all-boys school. As at April 2018, there are more males employed at the Oratory School (which is an all-boys school), and it is evident that these are employed in the more senior roles.

We employ staff on a diverse range of working arrangements and patterns, in order to attract skilled working parents. More often it is women that are the primary care givers to most children, and the results support that we employ a higher proportion of women across the Association, particularly in the Domestic department and as Teaching Assistants. Out of 256 total staff, 55% are female.



Actions:

We are continuing with implementing a number of actions intended to address the imbalance and reduce the gender pay gap. We have more structure in the recruitment process, to include more women in shortlisted candidate pools, and use skills based assessments and structured interviews as part of the process. We are looking at our flexible working practices so we can ensure that care can be distributed more evenly between men and women, and we encourage more males into roles that may be more flexible, such as term time only roles.

There will also be a review of the performance management system, to help with identifying succession planning, with a focus on increasing the number of women into more senior roles.

As a longer term measure we are planning to implement a new pay policy and review the whole pay grade system for roles within The Oratory Schools Association to ensure a more consistent, open approach. This will form part of our people strategy to help improve our recruitment and retention of staff as it will be easier to identify the link between development objectives with salary.

We expect the changes to have an impact within 2-3 years.

Martin Halsall

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Bursar

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