

GENDER PAY GAP REPORT



INTRODUCTION:

Employers with 250 or more employees are legally required to publish, on an annual basis, certain information relating to their gender pay gap. This statement sets out the relevant information for Dragon School, as at 5 April 2024. This information has been calculated in accordance with the requirements of the gender pay gap regulations.

THE GENDER PAY GAP:

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap is different from equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

There are many factors which contribute to, or cause, a gender pay gap, and these will vary between different employers. Some relate to wider society, such as the type of career choices men and women have typically tended to make, and some may be specific to the particular organisation. We have set out in this statement the main factors we consider to be contributing to our gender pay gap.

ORGANISATIONAL CONTEXT:

Dragon School has approximately 800 pupils from the ages of 4 – 13 years, of which approximately 200 are boarders.

The School employs over 300 staff. On 5 April 2024, 69.3% of the staff members were female. Five of the nine colleagues that accounted for the Senior Leadership Team (SLT) were female.

EQUITY, DIVERSITY AND INCLUSION:

Dragon School aims to be a community where everyone feels included, diversity in every respect is celebrated and equality is championed. Its employment arrangements comply with all relevant equality legislation and codes of practice.

PAY AND REWARD:

Dragon School's pay arrangements aim to fairly reward staff contribution and performance, taking into account economic/financial considerations, organisational and pay rates of similar roles in the wider economy.

GENDER PAY GAP - BONUSSES:

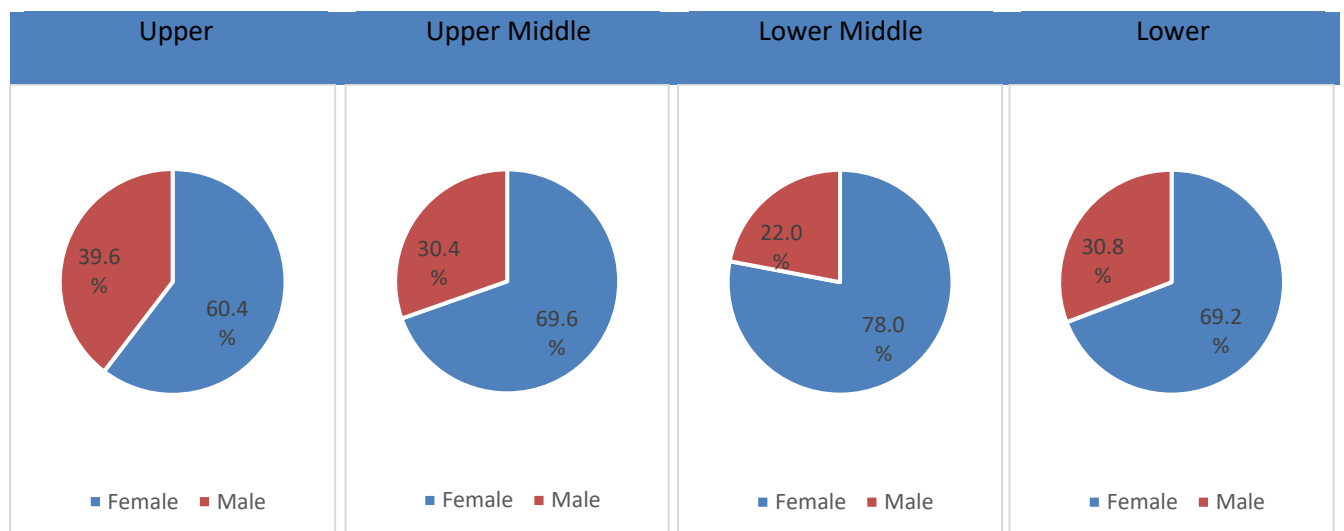
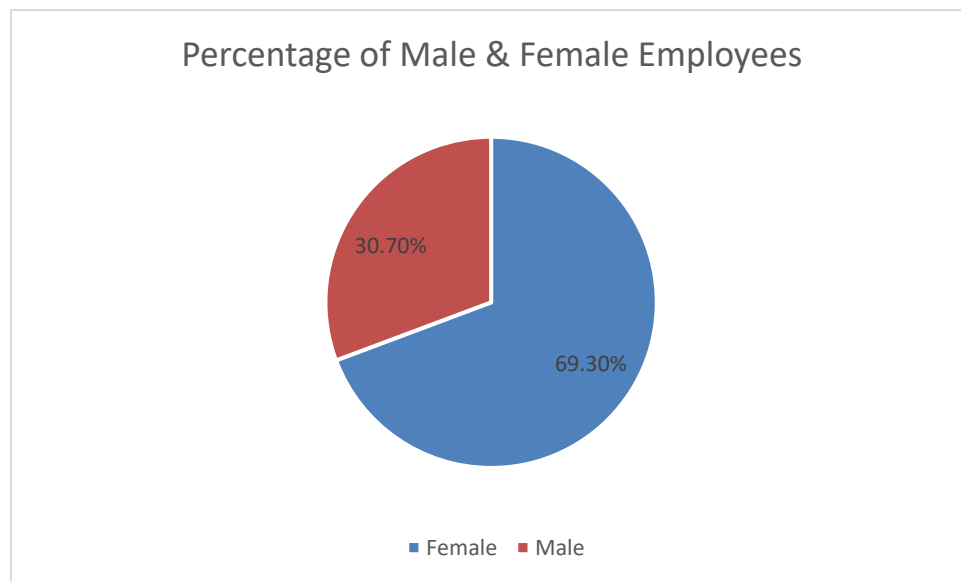
At the Dragon School, no employee has an express or implied bonus entitlement and no employee has received a bonus in the last twelve months such that no reporting is required under this category.

Throughout the report, positive figures represent the extent to which males are paid more than females.

HEADLINES:

- On 5 April 2024 the gender split of Dragon School’s workforce was 69.3% female and 30.7% male.
- The overall mean gender pay gap (average) was in favour of males with females paid less by 9.6%. This is a decrease from 12.1% in April 2023 and 13.3% in April 2022.
- The overall median gender pay gap (mid-point) was in favour of males with females paid less by 6.2%.
- There were more females than males in each quartile as shown in the following charts.

Our relevant workforce distribution:



UNDERSTANDING THE GENDER PAY GAP:

Dragon School's gender pay gap can be contextualised through the following:

- There is a relatively high incidence of lower and middle paying roles which are traditionally applied for and undertaken by females; these include, for example, gap year students, teaching assistants and administrative roles.

ADDRESSING ANY PAY GAPS:

- Men and Women are paid equally for doing equivalent roles across The Dragon.
- Newly vacant posts outside of the School Teaching scale have their salary evaluated prior to advert with new post holders receiving pay in line with their experience.
- Newly appointed teachers are salaried based on their teaching experience.
- The majority of our Senior Leadership Team are female.
- Dragon School is committed to, and will strive to achieve, gender equality in all of its activities and more widely is committed to creating an inclusive working environment for all colleagues.

STATEMENT CONFIRMING THE ACCURACY OF THE INFORMATION:

I Andrew Webb confirm that the information contained in the statement is accurate.

Name: Andrew Webb; Chair of Governors

Date: 31 March 2024

Contact details for any further information:

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