



The Hutchins School welcomes the publishing of gender pay gap information, as a catalyst for change.

The school is committed to workplace gender equality, and data collected as part of the WGEA annual reporting process, provides useful information to develop strategies to improve equality.

It is pleasing to see that the data does show an improvement in gender gap metrics at Hutchins. The average (mean) total remuneration gap has fallen from 14.3% in 2021-22 to 10.2% in 2022-23. Furthermore, the median base salary gap has fallen from 22% in 2021-22 to 11.7% in 2022-23.

One additional area of notable improvement is in the composition of the school's governing body. Nearly half of the members of the board of governance are now females. It has been a deliberate strategy of the board to recruit more females over preceding years.

From the data, 59% of the workforce are males in leadership roles, with 41% females in leadership roles. Improving the representation of females in leadership roles is an area targeted for improvement.

It is relevant to acknowledge that gender gaps are the result of societal trends and conventions, rather than a deliberate approach to favour one sex over another. For example, it is clear that the school attracts more females than males to roles in early learning and junior school years. This compares to senior school, which has traditionally attracted a greater number of male staff. Other societal trends have obvious impacts on the data, such as part-time and full-time working trends between sexes.

The Hutchins School aims to create a gender equal environment for all employees. We will continue to pursue an environment where all staff are equal and support the continued move towards equal representation and remuneration.