



FROM THE BURSAR AND CLERK TO THE GOVERNORS  
DIANE COOMBS

## Gender Pay Gap Report 2019

Forest School is an employer with over 250 employees and is required to publish its Gender Pay Gap Data. This involves calculating and reporting on the average rates of pay for our male and female employees.

### Our Gender Pay Gap:

Difference between Male and Female employees	Mean (Average)	Median (Middle)
Gender Pay Gap	7.7%	3.4%

### Pay Quartiles:

	Male	Female
Upper Quartile	48.7%	51.3%
Upper Middle Quartile	34.2%	65.8%
Lower Middle Quartile	46.8%	53.2%
Lower Quartile	29.9%	70.1%

Forest School is committed to ensuring that all our staff receive equal pay for equal work, regardless of gender. The gender pay gap has been reduced from the previous year. During 2018, the mean was 13.3% and the median was 7.0%.

Teaching staff are paid in accordance with a pay scale. A separate analysis of data, analysing pay for teaching staff only, found that the mean pay gap was 0.4% and the median pay gap was 0%.

The gender pay gap reflects the nature of our workforce, which consists of 40% male and 60% female staff, and the jobs they undertake, particularly amongst support staff. We will continue to monitor rates of pay so that staff are paid fairly for the work they do.

Diane Coombs  
Bursar