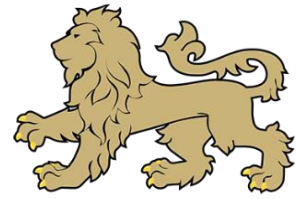




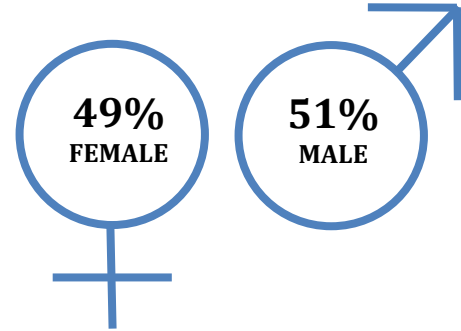
HAMPTON SCHOOL



Hampton and Hampton Prep Gender Pay Gap Information (April 2023)

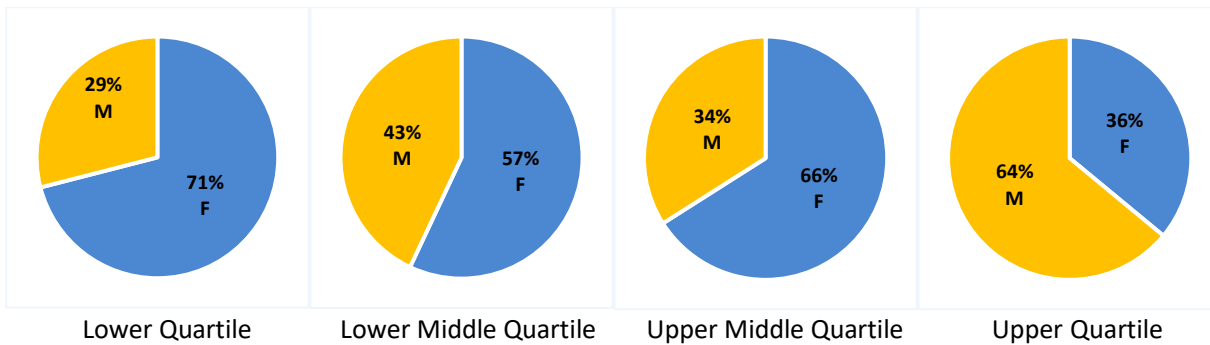
Hampton School takes gender equality and equal pay very seriously indeed. Two of four Deputy Heads at the senior school are female and many female colleagues have key leadership roles as Heads of Department and Heads of Year. At Hampton Prep School, three members of the five-person senior leadership team are female.

When the data was collected on 5 April 2023, 49% of the teaching staff at the School were female. Teaching staff are paid at the appropriate level on the salary scale, with progress on the scale determined by experience and responsibility, irrespective of gender. Support staff are paid either an annual salary or an hourly rate based on their skills, professional qualifications and responsibility. No member of staff received a bonus during the reporting year.



Teaching staff gender split

The 22.6% mean and 42.8% median gender pay gap shown under government reporting requirements **do not** mean that males and females at the same level, or who do the same role, are paid differently. The gap instead reflects the fact that the School has a large number of employees who work and are paid in varied ways. These roles range from The Headmaster and members of the Senior Leadership Team (SLT), to teaching staff, support staff, cleaners and invigilators. The School recognises that there is a greater number of females in the lower quartile of the pay range (these roles are predominantly cleaners and invigilators) and more males in the upper quartile. This is something that the Governors and SLT continue to review regularly and diligently. The School's recruitment and retention policies are also regularly reviewed.



The School remains confident that male and female staff are treated equally upon appointment and throughout their careers within the Hampton School Trust. The Board of Governors, The Headmaster and Bursar have specifically reviewed how individual pay is set both for new and existing members of staff throughout the School and they are satisfied that the pay process is fair and is not discriminatory. The School will maintain its approach of ensuring that colleagues receive equal pay for equal work.

If you have any queries about the above, please contact Mike King (Bursar) or Lisa Craddock (Human Resources Manager).

Mike King
Bursar and Clerk to the Governors