



# Blossom Lower School and Upper House

(for pupils aged 3 – 19)

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## Blossom House School Gender Pay Gap Report

This report contains the information that Blossom House School is required to provide relating to its gender pay gap. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The gender pay gap does not show differences in pay for comparable jobs, I am confident that the School pays all staff equal pay for equal work.

### What must we report on?

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

### Hourly pay quartiles

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay (quartile 1 being the lowest and quartile 4 being the highest).

Quartiles April 2021	Male %	Female %
Quartile 1	16%	84%
Quartile 2	12%	88%
Quartile 3	22%	78%
Quartile 4	15%	85%
Total Relevant Employees	16%	84%

### Hourly pay gap

	Blossom House	UK figure (ONS 2021) <sup>1</sup>
Mean hourly pay	2.7%	14.9%
Median hourly pay	-5.6%	15.4%

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

## Bonus pay gap

	Men	Women	% Pay Gap
% receiving bonus	66.7%	75.9%	-13.8%

Mean bonus paid	4.4%
Median bonus paid	-7.1%

## Comments

All of our employees are paid the same % of bonus on an annual basis in August each year. However, if the employee joined or left part way through the year the bonus is pro-rata. New starters in September do not receive a bonus until August. I believe this accounts for the small mean gap in bonus paid.

The median hourly and bonus paid advantage towards females is primarily due to the much larger percentage of females employed.

I recognise that there is still some work to be done in reducing the 2.7% mean hourly pay advantage to male employees, although it is an extremely favourable figure compared to national averages.

I confirm the data has been accurately calculated in line with Gender Pay Gap Legislation.

Signed:



Principal  
Blossom House School

Date: 01/03/2022

