

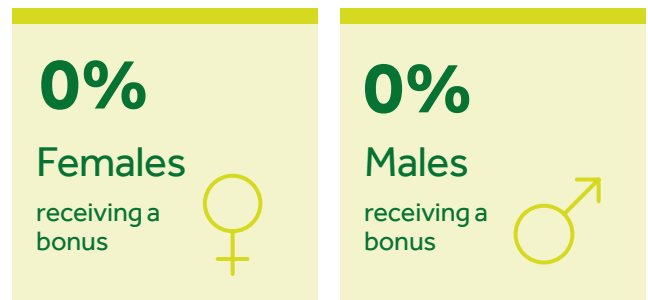
The Latymer Foundation at Hammersmith is committed to the principles of equal opportunity, diversity and inclusion. We seek to attract and retain the very best staff, ensuring that our staff body reflects the diversity within both our student and local community.

This report presents the gender pay gap for staff employed by the Foundation (Latymer Upper and Prep School) at the "snapshot" date of 5 April 2024. Of the 378 staff whose pay data is included within this report, 42% were male and 58% female. This includes staff working on both a full and part time basis; across both Teaching and Support staff.

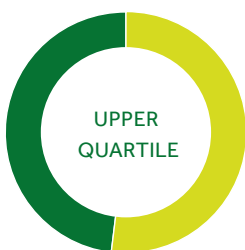
## Gender pay and bonus gap (all staff)

Difference between men and woman	Mean average	Median middle
Gender Pay Gap	3.8%	13.3%
Gender Bonus Gap	0%	0%

## Proportion of employees receiving a bonus



## Pay quartiles

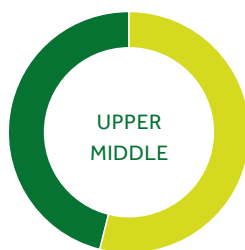


**52%**

FEMALE

**48%**

MALE



**54%**

FEMALE

**46%**

MALE

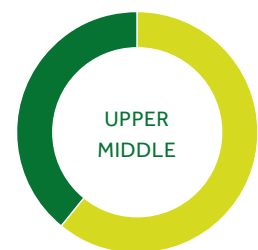


**63%**

FEMALE

**37%**

MALE



**61%**

FEMALE

**39%**

MALE

Our median gender pay gap is 18%. The Gender Pay Gap is an equality measure and demonstrates the difference in average earnings across all male and female employees, regardless of role or seniority. It is a measure of gender balance. This is distinct from equal pay, the purpose of which is to ensure that men and women are paid the same for carrying out work of equal value.

Since 2023 we have seen a significant increase in our median GPG from 4.6% to 13.3% whilst the mean GPG has slightly decreased from 5.6% to 3.8%. The median figure is seen as the more accurate and reliable measure of progress so to see such a significant increase has prompted us to conduct further and more detailed analysis of the data and comparing teaching and support staff.

Staff Group	Median	Mean
Teaching	-2.33%	-2.9%
Support	-7.06%	-16.5%

When the GPG data is analysed and reported individually, the mean and median figures all become negative. Since reporting our GPG in 2023, we have seen the total number of female staff rise by 30, 20 of whom are in the lower middle and lower quartile. This has led to the significant change in the overall median GPG we are reporting in 2024. As a School, we will continue to monitor our GPG data and take steps to further increase the number of female teaching staff as this is where our median GPG, whilst still positive, is impacting the reported data.

### Our continued commitment and actions include:

- Having a member of the Senior Leadership Team responsible for monitoring and reporting on diversity within the organisation;
- Having a fully representative staff Equality and Diversity Board to challenge and drive forward positive change;
- Recruitment:
  - All shortlisting and interview panels include a member of the HR team;
  - All those involved in recruitment decisions receive equality and diversity training;
  - Recruitment shortlists are reviewed to ensure provision of a suitably diverse and gender balanced candidate base;
  - Using skill-based assessment tasks in recruitment and selection;
  - Adopting a structured approach to recruitment and selection;
  - Analysing and reporting annual recruitment data;
- Promoting flexibility in the workplace through a suite of policies that offer flexible working, enhanced pay for family leave and career breaks to all our staff;
- Actively seeking both candidate and employee feedback on areas of workplace culture and employment practice; identifying areas for future focus and improvement;
- Continuing to monitor and actively respond to our GPG data.

I confirm that the information published here is accurate and endorsed by the Governors of the Foundation.



**Tricia Howarth, Director of Human Resources**