



Pay, Benefits and Gender Equality in Independent Schools

In association with:





We have always received
a great service from
Paydata - always a positive
experience.”

RESPONDENT

Paydata Customer Satisfaction
Questionnaire



In a challenging marketplace, competitive and fair remuneration is a key focus. Employers need to ensure their reward policies and practices are both practical and relevant.

Paydata's Pay and Benefits Survey for Independent Schools has been designed, in partnership with gender pay specialists Spktral, to provide invaluable market intelligence to the sector.

The introduction of gender pay gap reporting legislation, changes to teachers pensions and the growing risks relating to equal pay claims, raises additional challenges for human resources and finance functions within independent schools.

This comes at a time when there is already increased pressure in relation to cost management, talent attraction and retention, transparency and accountability.

This survey has been designed to meet the needs of independent schools, including ISBA members, and provides employers with valuable, accurate and specific external market information to inform reward decisions and enable employers to address these issues.

As the leading provider of salary and benefits benchmarking data, Paydata have been helping employers benchmark their terms and conditions to the external market since 1998.

To find out how we can help you, please call us on

+44 (0)1733 391 377
info@paydata.co.uk

Member Benefits

With Independent Schools Salary Survey membership you benefit from:



BEST MARKET PRACTICE

Determine market practice on pay, benefits and gender equality for Independent School roles across the UK.



COMPARE RELEVANT EMPLOYERS

Compare your organisation's approach with other relevant employers that operate within the sector.



LATEST MARKET INTELLIGENCE

Receive up-to-date and accurate market data whenever you need it over a 12 month period.



GUIDE DECISION-MAKING ON GENDER PAY

Use gender pay insights to guide decision-making and determine if work needs to be done in this area.



NETWORKING WITH YOUR PEERS

Access to like-minded HR professionals within the sector and the opportunity to exchange advice and common experiences at regular HR Forums for Independent Schools.



ONGOING SUPPORT

Access to reward support, as we help you to understand the latest trends based on our leading reward expertise within the sector.

Survey Overview

The survey encompasses more than 60 different sector roles, employed across the UK in Independent Schools.

JOB CATEGORIES COVERED



- **Management**
e.g. COO, Director of Finance, Bursar, Head of Admissions
- **Teaching**
e.g. Deputy Head, Head of Sixth Form, Chaplain, Head of Boarding
- **General Classroom / Teaching Staff**
e.g. History, English, Music, Support for Learning
- **Support**
e.g. Teaching Assistants, Head of Maintenance, Librarian, Housemaster, School Nurse

GEOGRAPHICAL REGIONS COVERED



- National
- Greater London
- South East & Outer London
- South West and Wales
- Midlands
- North
- Scotland

INFORMATION COLLECTED



- Base salary
- Bonuses
- Working hours
- Allowances
- Holiday entitlement
- Pension
- Private medical
- Company car provision
- Gender

Data Collection

We make submitting your data easy with our flexible data collection options.

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download, along with any relevant structure/organisation charts.

Survey Output

Our customers tell us their survey reports are an invaluable source of market data, and a key input into making informed pay and reward decisions.

Timed to inform your forthcoming 2020 pay review, the comprehensive, personalised report includes:

- Pay, detailed by role, both nationally and regionally
- Benefits market practice, detailed by seniority
- Comprehensive Gender Pay Reporting analysis
- Flexible data collection options
- Aid interpretation by comparing your mean and median pay rates to external market rates
- Additional support available to identify and address potential equal pay/opportunity issues

Example Benchmarking Report

Example summary pay report

Survey region

Survey job family

Survey Job Title	Fixed Cash Salary (£'000s)				Total Cash Salary (£'000s)				Compa Ratio	
	You *	The Market			You *	The Market			Fixed	Total
		LQ	Mean	UQ		LQ	Mean	UQ		
(28) Survey job title 28	58,481	51,217	54,563	57,388	58,481	51,217	54,988	57,388	107%	106%
(31) Survey job title 31	42,281	28,962	31,748	34,847	43,381	28,962	33,608	38,036	133%	129%
(32) Survey job title 32	20,731	25,461	26,589	27,922	20,731	25,461	26,597	27,922	78%	78%
(35) Survey job title 35	26,481	19,716	22,136	24,118	26,481	19,716	23,165	25,767	120%	114%
(44) Survey job title 44	36,481	23,816	29,662	39,680	36,481	23,816	30,807	40,825	123%	118%

Example individual pay report

Survey region

Survey job family

(65) Survey job title 65		
Your data	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,481	30,231
Lower Quartile		
Median		
Mean	35,814	38,564
Upper Quartile		
Actual Maximum	44,481	47,231
Number of jobholders	3	
The Market	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,019	27,019
Lower Quartile	31,476	32,100
Median	33,020	34,698
Mean	32,814	33,782
Upper Quartile	34,679	36,035
Actual Maximum	39,273	39,273
Number of organisations	7	
Number of jobholders	25	
Compa Ratio	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Your median as % of the market's median		
Your mean as % of the market's mean	109.1%	114.2%

PERSONALISED PAY REPORTS



Your pay versus the market

Your pay information separated from the external market

Comparison ratios showing how your pay compares to the market

Fees

ANNUAL SUBSCRIPTION

Salary Survey membership

costs £850 plus VAT for a 12-month subscription to the survey, which includes:

- Comprehensive, personalised benchmarking report
- Bi-annual reward insight reports covering key HR trends

Full Gender Pay Reporting analysis

costs £850 plus VAT per report


SURVEY PARTICIPANTS



With a lack of quality benchmarking data in the independent schools sector, we have already seen great interest in this survey.

Based on the level of interest seen, we believe the survey report will comprise of around around 25 participating schools this year.

To discover more, get in touch:

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