

Absence

Sickness Absence Days per Employee (non-teacher)

2020-21

9.49

Improving/
Decreasing

↓

#7

Sickness Absence Days per Teacher

2020-21

3.74

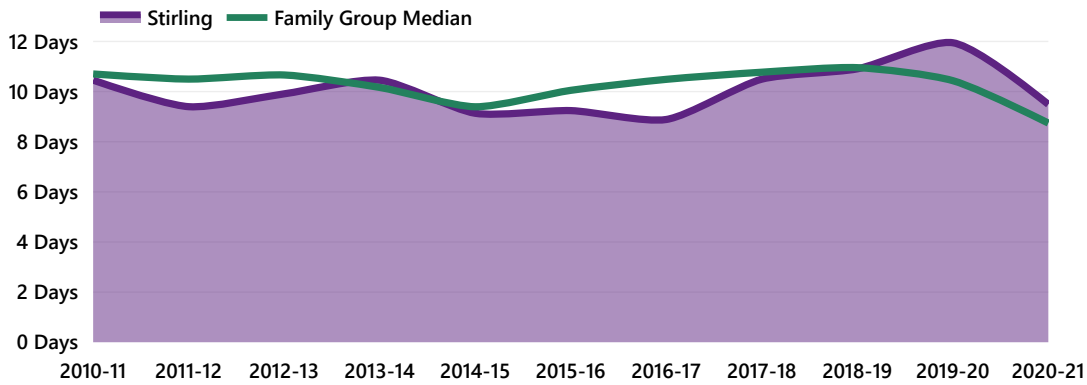
Improving/
Decreasing

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#4

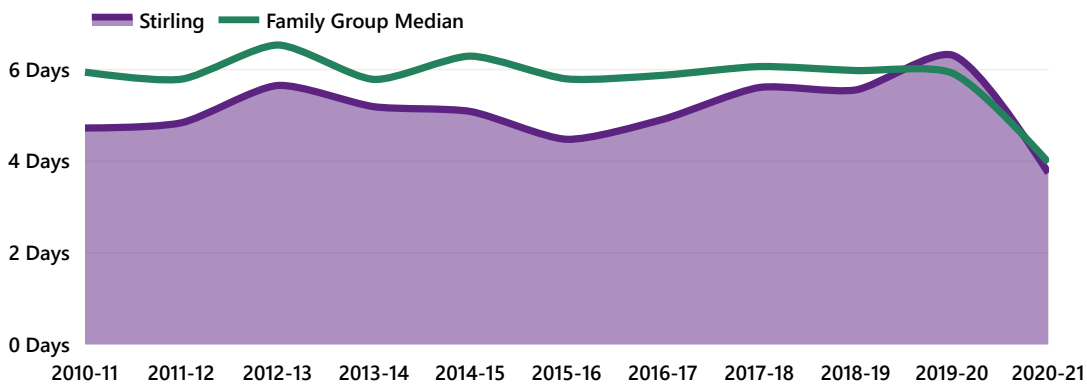
Levels of sickness absence have decreased during 2020/21. A decrease in both short term absence and long term absence (beyond 28 calendar days) has occurred. Of our employees, 68% experienced no absence during 2020/21.

Sickness Absence Days per Employee (non-teacher)



Period	Value	Rank
2010-11	10.46	#4
2011-12	9.40	#1
2012-13	9.91	#2
2013-14	10.45	#6
2014-15	9.13	#3
2015-16	9.24	#2
2016-17	8.89	#2
2017-18	10.50	#3
2018-19	10.91	#4
2019-20	11.95	#6
2020-21	9.49	#7

Sickness Absence Days per Teacher



Period	Value	Rank
2010-11	4.72	#1
2011-12	4.84	#1
2012-13	5.65	#2
2013-14	5.19	#2
2014-15	5.09	#2
2015-16	4.48	#1
2016-17	4.91	#2
2017-18	5.61	#3
2018-19	5.56	#4
2019-20	6.32	#5
2020-21	3.74	#4

Gender Pay Gap

The percentage of the highest paid 5% of employees who are women

2020-21

61.7%

Declining/
Increasing

↑

#6

The gender pay gap (%)

2020-21

-0.1%

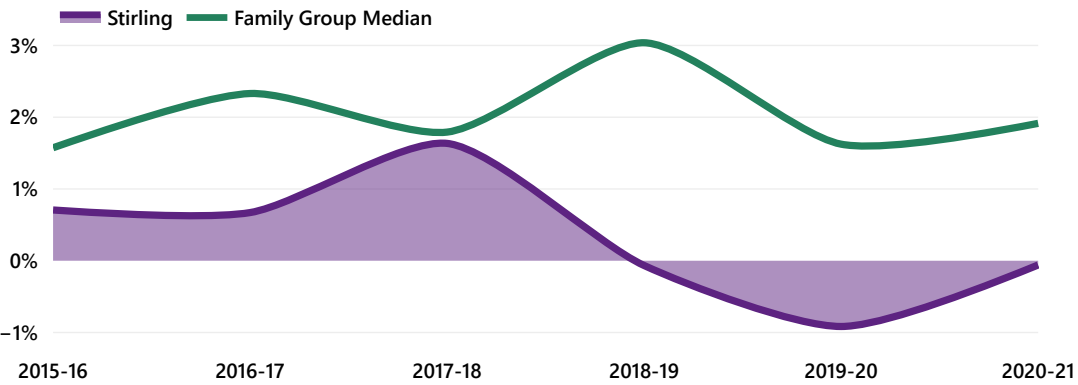
Improving/
Increasing

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#1

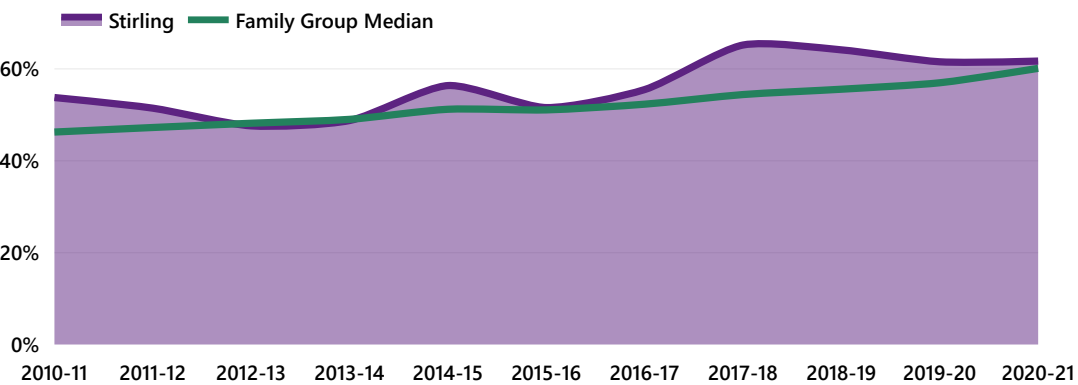
The gender pay gap has narrowed from last year but still remains in favour of women.

The gender pay gap (%)



Period	Value	Rank
2015-16	0.7%	#2
2016-17	0.7%	#2
2017-18	1.6%	#4
2018-19	-0.1%	#1
2019-20	-0.9%	#3
2020-21	-0.1%	#1

The percentage of the highest paid 5% of employees who are women



Period	Value	Rank
2010-11	53.8%	#4
2011-12	51.4%	#2
2012-13	47.6%	#4
2013-14	48.8%	#2
2014-15	56.4%	#8
2015-16	51.6%	#4
2016-17	55.5%	#7
2017-18	65.2%	#8
2018-19	64.1%	#8
2019-20	61.5%	#8
2020-21	61.7%	#6