



Gender Pay Gap Report 2022/2023

The Gender Pay Gap shows the differences in the average pay between men and women, based on their hourly rate of pay, as at 5 April 2022 (the 'snapshot date'). This is broken down into both the mean and median averages.

The school's total employee workforce (of 'full-pay relevant employees') at the snapshot date was 299 employees, with a gender profile that was 65% female (194 staff) and 35% male (105 staff).



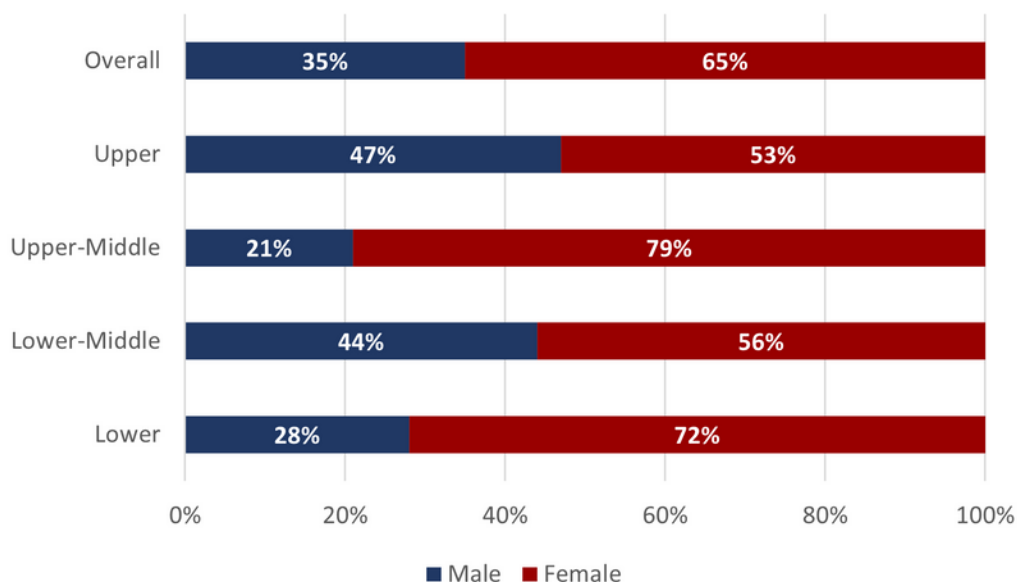
The mean gender pay gap was 14.7%



The median gender pay gap was -1.7%

According to the ONS (Office for National Statistics), the median gender pay gap in 2022 was 14.9% (15.1% in 2021 and 14.9% in 2020). This information is based on data collected by the Annual Survey of Hours and Earnings, which does not have exactly the same calculation method. Therefore, although the calculation method is slightly different, it is a useful comparison to demonstrate that the school's median pay gap is favourably lower than the national average.

Distribution of staff across the pay range:





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The above data demonstrates that females are overly represented in both the lower quartile and also the upper-middle quartile (which typically comprises teaching staff and Heads of Department at the top of the salary scale) but although they represent 65% of the total staff, females are slightly under-represented in the upper quartile.

Analysis

The mean gender pay gap was 14.7%, a 9% increase from 13.6% the previous year.

The median gender pay gap was -1.72%, a 148% reduction from 3.6% the previous year.

As demonstrated by the over-representation of female staff in the lower quartile, more female staff were employed in lower paid roles compared with male staff. The lower-paid roles at the school were predominantly part-time and / or term-time only including Cleaners, Administrative Staff, Porters, Wraparound Assistants and Lunchtime Supervisors.

Nationally, part-time staff earn less per hour than full-time equivalent staff, and part-time staff are significantly more likely to be female.

The school has a transparent salary scale for teaching staff and a teaching staff members' starting salary is clearly linked to their previous relevant teaching experience. In addition, the school has a structure for payment of Responsibility Points for teaching staff according to their additional responsibilities. The salary scale and Responsibility Point structure for teaching staff is gender-neutral. This data reflects the first year following full salary harmonisation following the merger between Solihull and Saint Martins'.

When considering the small increase in the mean gender pay gap, the following factors are relevant;

- The increase in the number of female colleagues appointed to lower paid roles such as Cleaners, Wraparound Care Assistants and Lunchtime Supervisors.
- A number of higher paid females who were excluded from the data due to leaving that month or being excluded from the calculations due to maternity leave.



Bonus Data

Although this is a figure that needs to be reported under Government requirements, it is based on a small number of bonuses being paid (8 in total; four males and four females) in the 12-month preceding the snapshot data and is therefore distorted by the small number of people affected.

Mean Bonus Pay Gap: 72% (13.98% in 2021)

Median Bonus Pay Gap: 50% (27.38% in 2021)

Proportion of males receiving bonus pay: 3.7% (5.6% in 2021)

Proportion of females receiving bonus pay: 2.0% (3.9% in 2021)

Richard Bate

Bursar and Clerk to the Governors