



# Gender Pay Gap Report 2023/2024

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 2023 (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 306 employees, with a gender profile that was 64% female (197 staff) and 36% male (109 staff).



The mean gender pay gap was 7.95%

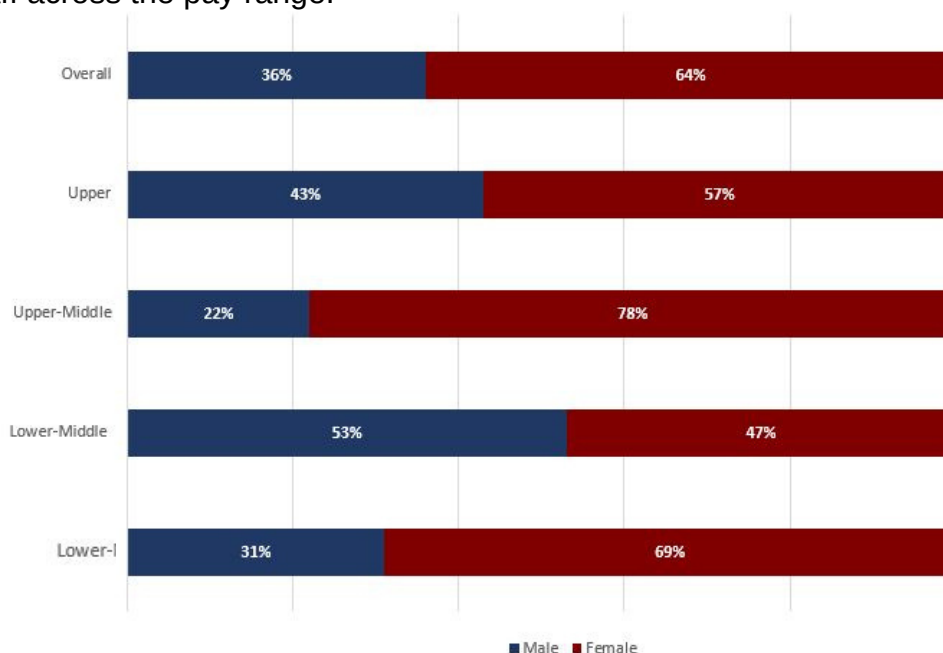


The median gender pay gap was -9.92%



According to the ONS (Office for National Statistics), the median gender pay gap in 2023 was 14.3% (14.9% in 2022 and 15.1% in 2021). 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:



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 64% of the total staff, females are very slightly under-represented in the upper quartile.

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## Analysis

The mean gender pay gap was 7.95%, a significant reduction from 14.7% the previous year.

The median gender pay gap was -9.92%, a significant reduction from 1.72% the previous year.

As demonstrated by the slight over-representation of female staff in the lower quartile, more female staff were employed in lower paid roles compared with male staff. However, this over-representation reduced compared to the previous year, due to a reduction in the number of female colleagues and an increase in the number of male colleagues in the lower quartile. 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.

There was a significant reduction in both the mean and median gender pay gap between April 2022 and April 2023. This can be explained by the following factors:

- The snapshot date of 5 April 2022 excluded a number of higher paid female staff (including 1 Deputy Head who left during the month that included the snapshot date, 2 Assistant Heads, 1 Head of Department, 1 Head of Year and 2 other teachers who were on maternity leave and were therefore excluded from the snapshot data). No higher paid female staff were excluded from the snapshot date a year later in April 2023, and therefore those female staff (who were still employed by the school) that were previously excluded have now been included in the data again, impacting on the mean gender pay gap.
- The male mean pay rate reduced by 1.6%, whereas the female mean pay rate increased by 6.2%. There was a very small increase in the male median pay rate of 2.51% and a more significant increase in the median pay rate for females of 10.75%. To contextualise, all staff received a cost-of-living increase between the two snapshot dates of 6.5%. The main reason for the male mean and median pay rates being impacted was due to the number of male staff who joined the school in the lower and lower-middle quartiles, therefore depressing both the median and mean pay rates.
- There has been a reduction in the number of female colleagues employed on the school's lowest wage rate and an increase in the number of male colleagues employed on the school's lowest wage (although all staff on the National Living Wage also received a pay increase between the two snapshot dates from £9.40 to £10.50 per hour (with the exception of apprentices, who received the relevant pay increase)).



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## 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 (4 in total; 1 male and 3 females) in the 12-month preceding the snapshot data and is therefore distorted by the small number of people affected.

Mean Bonus Pay Gap: 6.67% (72% in 2022)

Median Bonus Pay Gap: 0% (50% in 2022)

Proportion of males receiving bonus pay: 1% (3.7% in 2022)

Proportion of females receiving bonus pay: 1.5% (2% in 2022)

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