

## Gender Pay Gap Report - April 2022

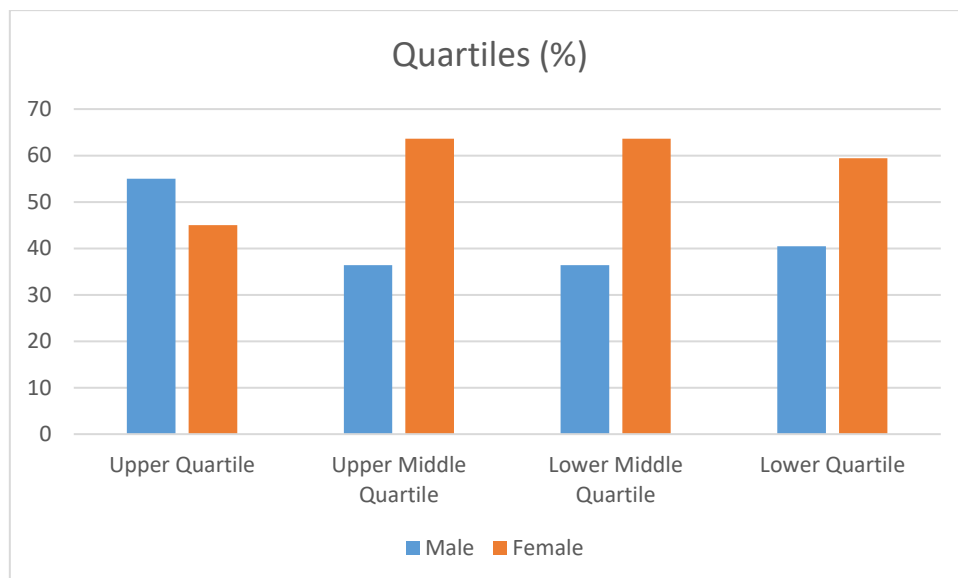
There have been no significant changes from the 2021 figures.

**Mean pay gap: 5.14%**

**Median pay gap: 10.78%**

**Quartiles:**

	<b>Male (178)</b>	<b>Female (220)</b>
Upper Quartile	55.0%	45.0%
Upper Middle Quartile	36.36%	63.64%
Lower Middle Quartile	36.36%	63.64%
Lower Quartile	40.59%	59.41%



**Bonus gap – No bonuses are paid.**

The School is satisfied it pays the same rate for the same role, regardless of gender and believes firmly in Equal Pay for equal roles.

The School has an Inclusion, Equality and Diversity Policy and a Recruitment and Selection Policy and uses common pay scales. The School is committed to ensuring that the principles of equality of opportunity are applied throughout its selection, promotion, management and reward of all staff.

Support staff roles are paid at an hourly rate appropriate to the evaluation of the role. For all support staff, the minimum hourly rate is at least the National Wage Foundation Living Wage (in force at the time the salary scales are reviewed, with effect from September annually) which is in excess of the National Living Wage.

Teaching staff, regardless of gender, are paid according to a Salary Scale, containing incremental points and thresholds, the criteria for passing which is clearly documented and subject to a panel assessment, again regardless of gender.

The gap seen in the mean and median figures, as well as in the Lower Middle Quartile, can be explained by the fact that there are many females in support roles (administration, technicians, teaching assistants, pastoral) which are part time and/or term time only – culturally and nationally, such roles continue to attract predominantly female applicants.

Cheryl Few  
March 2023.