

The Grange School Gender Pay Gap Report 2022

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The Grange School is an equal opportunity employer and is committed to a working environment that is free from any form of discrimination. We are committed to diversity and recognise as a school that our challenge is to increase our gender balance in the organisation, which will in turn positively impact our gender pay gap.

Our recruitment policy seeks to employ people whose values align with those of the School and we engage those teachers who can truly inspire young people and support staff who can deliver our strategic objectives and excellent service irrespective of their gender, colour, race, ethnicity, religion, sexual orientation or disability. Our remuneration policy requires evaluation of roles based on responsibility and required competencies irrespective of gender of the job-holder. Training and support are offered on an equal basis to all staff to encourage career progression.

At the snapshot date a total of 191 female staff and 77 male staff were considered to be “relevant employees”. 71.3% of our employees are female. We have females in senior roles to encourage and support other females in the workplace:

- Our Head is female,
- Our Executive Leadership Team is 50% female
- Senior School Senior Leadership team is 50% female
- Junior School Senior Leadership team is 67% female.

The following gender pay gap calculations are based on the pay that “Full pay relevant employees” received in April 2022. At the snapshot date a total of 185 female staff and 75 male staff were considered to be “full pay relevant employees”.

The mean gender pay gap is 16.4% (2021 this was 21.8%.)

This indicates that the mean hourly rate of pay for female employees is 16.4% less than the mean hourly rate for male employees.

The median gender pay gap is 32.3%. (2021 this was 36.6%.)

This indicates that the mid-point of all hourly rates of pay for female employees is 32.3% less than the mid-point of all hourly rates for male employees.

The percentage of males and females within in each quartile pay band is:

| Quartile | Male | Female |
|------------------------------|-------------|---------------|
| 1 st Lower | 10.8% | 89.2% |
| 2 nd Lower middle | 29.2% | 70.8% |
| 3 rd Upper middle | 30.8% | 69.2% |
| 4 th Upper | 44.6% | 55.4% |

The mean bonus gender pay gap is 58.2%

This indicates that the mean average bonus paid to female staff was 58.2% lower than the mean average bonus for male employees

The median bonus gender pay gap is 73.6%

This indicates that the median bonus paid to male staff was 73.6% higher than the median bonus paid to female employees

The proportion of males and females receiving a bonus payment:

The proportion of males receiving a bonus 7.8%

The proportion of females receiving a bonus 12.6%

Further information

The gender pay gap shows that there is difference in the average pay of male and female employees. However, in the upper quartile pay band there are more females than males suggesting that there is not an issue with women being appointed to the most senior positions within the School.

In April 2022, 28.8% of staff were male and 71.2% were female. It can be seen above there is a relatively higher proportion of females in the lower quartile (89.2%) than the overall staffing would suggest. This band includes support roles such as cleaning, catering, playground supervision and after-school care. Conversely, 44.6% of staff in the upper quartile are male which is proportionately higher than the 28.8% in the overall staff body. Therefore, the pay gap reflects the roles carried out predominantly by women rather than a differential in pay for the same role carried out by different genders.

If we calculate the same statistics separately for SLT, Teaching, support and service staff, the mean and median pay gap is shown below.

| Staff Category | Mean gender pay gap | Median gender pay gap | Number of Males | Number of Females |
|-----------------------|----------------------------|------------------------------|------------------------|--------------------------|
| SLT | - 15.7% | 13.7% | 4 | 5 |
| Teaching | 3.9% | 1.2% | 38 | 72 |
| Support | 11.2% | 5.4% | 31 | 71 |
| Service | -2.4% | 0.0% | 2 | 37 |

I confirm that the data reported is true and accurate



Linda Foxley

Finance Bursar