

The Grange School Gender Pay Gap Report 2020

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 201 female staff and 62 male staff were considered to be “relevant employees”. 76.4% 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 50% female.

The following gender pay gap calculations are based on the pay that “Full pay relevant employees” received in April 2020. At the snapshot date a total of 187 female staff and 61 male staff were considered to be “relevant employees”.

The mean gender pay gap is 19.8% (2019 this was 23.6%.)

This indicates that the mean hourly rate of pay for female employees is 19.8% less than the mean hourly rate for male employees.

The median gender pay gap is 31.3%. (2019 this was 39.8%.)

This indicates that the mid-point of all hourly rates of pay for female employees is 31.3% 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 | 6.5% | 93.5% |
| 2 nd Lower middle | 25.8% | 74.2% |
| 3 rd Upper middle | 24.2% | 75.8% |
| 4 th Upper | 41.9% | 58.1% |

The mean bonus gender pay gap is negative 64.1%

This indicates that the mean average bonus paid to female staff was 64.1% higher than the mean average bonus for male employees

The median bonus gender pay gap is 13.2%

This indicates that the median bonus paid to male staff was 13.2% 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 1.6%

The proportion of females receiving a bonus 3.0%

Further information

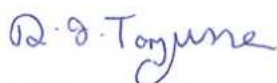
The gender pay gap shows that there is difference in the average pay of male and female employees. However, in the upper quartile pay band there are more females than males suggesting that there is not an issue with women being appointed to the most senior positions within the School.

It can be seen above that there is a higher than average female to male ratio in the lower quartile including support roles such as cleaning, catering, playground supervision and after-school care whilst there is a higher than average male to female ratio in the upper quartile which predominantly comprises academic staff. 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 | - 18.1% | -8.1% | 5 | 4 |
| Teaching | 6.3% | 4.8% | 31 | 77 |
| Support | 6.0% | 5.6% | 25 | 67 |
| Service | 0.0% | 0.0% | 0 | 39 |

I confirm that the data reported is true and accurate



Debbie Torjussen

Director of Finance & Operations