

# ST BARTHOLOMEW'S SCHOOL

## Gender Pay Gap At 31 March 2023

### 1 Mean Gender Pay Gap

$$\frac{(A-B)}{A} \times 100$$

A = Mean hourly rate of all Male Full Pay Relevant Employees      £22.26  
 B = Mean hourly rate of all Female Full Pay Relevant Employees      £18.47

$$\frac{£22.26 - £18.47}{£22.26} \times 100 = \mathbf{17.0 \%}$$

### 2 Median Gender Pay Gap

$$\frac{(A-B)}{A} \times 100$$

A = Median hourly rate of all Male Full Pay Relevant Employees      £22.90  
 B = Median hourly rate of all Female Full Pay Relevant Employees      £14.71

$$\frac{£22.90 - £14.71}{£22.90} \times 100 = \mathbf{35.8 \%}$$

3.4.5. Bonus Payments Not Applicable

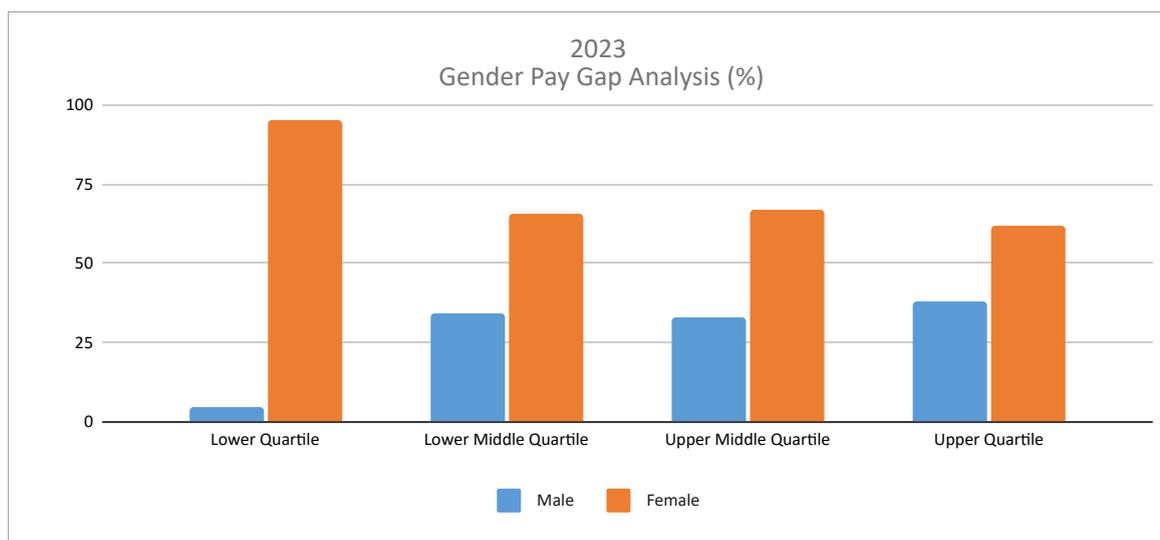
### 6 Proportion of Males and Females in each quartile band

Number

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	3	23	22	25	73
Female	63	44	45	41	193
Total	66	67	67	66	266

Percentage

Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	4.55	34.33	32.84	37.88
Female	95.45	65.67	67.16	62.12
Total	100.00	100.00	100.00	100.00



Mean Pay Gap % In each Quartile	Lower	Lower Middle	Upper Middle	Upper
	-0.66	-1.83	-4.01	4.54

### **2023 Gender Pay Gap**

St Bartholomew's School has reviewed Gender Pay across the School workforce and are confident that men and women are paid fairly for the same and similar jobs. The School complies with National Pay Scales for both Teachers and Support Staff. The average (Mean) Gender Pay Gap is 17% (compared to 13.4% in 2022, 15.1% in 2021 and 12.4% in 2020) and Median 35.8% (compared to 24.6% in 2022, 29% in 2021 and 46.2% in 2020).

As a public sector employer with over 250 staff, we have provided data from the snapshot date of 31 March 2023.

The School continues to have a larger proportion of women in the Lower Quartile where our posts are mainly part-time and term-time only and attract predominantly female support staff.

Prior to 2021 there were more women on higher pay than the men in the Upper Quartile. There have been a number of changes in the leadership team from 2022 and the new structure has a male lead. However, despite this the pay gap in the upper quartile has only reduced to 4.54% (from just over 6% in March 2022).

This year again the number of casual staff being paid in March was very low. So the pay rate of pay for our casual staff is not reflected in the Gender Pay Gap Figures.

The School operates with a relatively flat organisation structure.

The School does not pay any bonuses to any staff.

The School has 266 relevant full-pay employees of which 73% are Women and 27% are Men.

### **Priorities for 2023/24**

The School has completed a review of Support Staff pay and salaries have been adjusted accordingly in the April 2023 payroll. The outcome of this will be reflected in next year's Gender Pay Gap figures.

We continue to invest in staff through the Appraisal Process and encourage Continuous Professional Development for all staff.

We are committed to supporting requests for flexible working so that staff can balance their work/life commitments.

A handwritten signature in cursive script that reads "D Fitter".

**Headteacher: D Fitter**

30 October 2023



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