

ST BARTHOLOMEW'S SCHOOL

Gender Pay Gap At 31 March 2024

1 Mean Gender Pay Gap

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

A = Mean hourly rate of all Male Full Pay Relevant Employees £22.96

B = Mean hourly rate of all Female Full Pay Relevant Employees £18.99

$$\frac{£22.96 - £18.99}{£22.96} \times 100 = 17.3 \%$$

2 Median Gender Pay Gap

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

A = Median hourly rate of all Male Full Pay Relevant Employees £23.11

B = Median hourly rate of all Female Full Pay Relevant Employees £13.47

$$\frac{£23.11 - £13.47}{£23.11} \times 100 = 41.7 \%$$

3.4.5. Bonus Payments Not Applicable

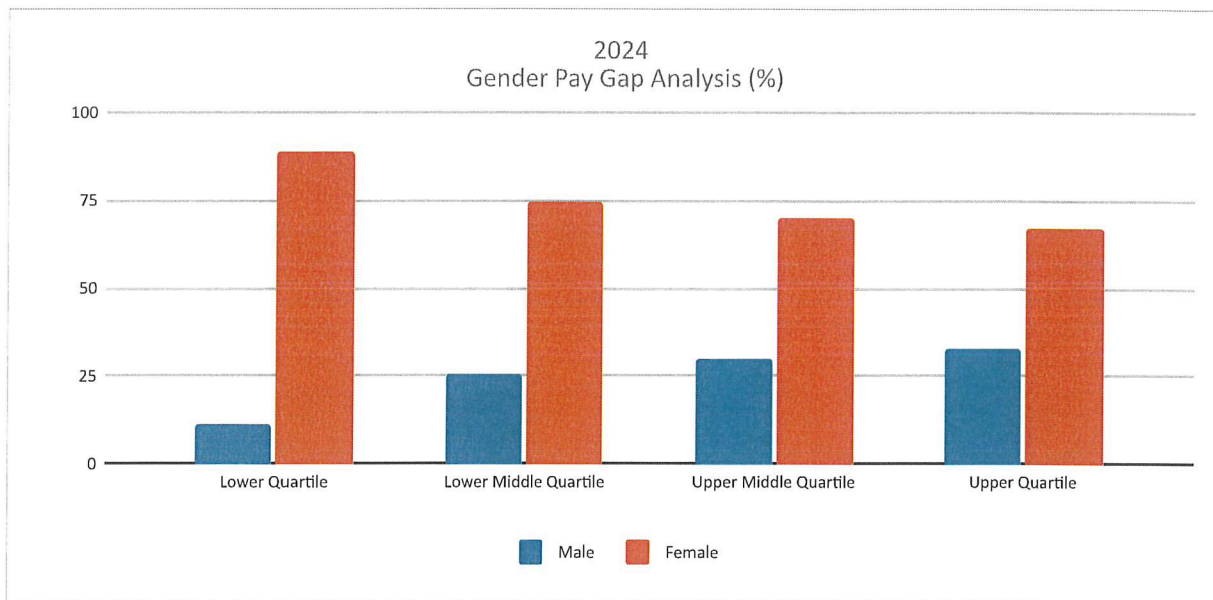
6 Proportion of Males and Females in each quartile band

Number

Quartile	Lower	Lower Middle	Upper Middle	Upper	Total
Male	8	18	21	23	70
Female	62	52	49	47	210
Total	70	70	70	70	280

Percentage

Quartile	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	11.43	25.71	30.00	32.86
Female	88.57	74.29	70.00	67.14
Total	100.00	100.00	100.00	100.00



Mean Pay Gap % In each Quartile	1.00 Lower	0.83 Lower Middle	4.82 Upper Middle	7.28 Upper
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2024 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 slightly higher this year at 17.3% (compared to 17% in 2023, 13.4% in 2022, 15.1% in 2021 and 12.4% in 2020) and Median is higher at 41.7% (compared to 35.8% in 2023, 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.

We had a large number of female staff on maternity leave this March (6 staff) which will have affected the upper and middle quartile data as all but one were teaching 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 current structure has a male lead. The pay gap in the upper quartile has increased this year to 7.28% (from 4.54% in 2023 and just over 6% in March 2022). One leadership team was on maternity leave and being covered by a male member of staff which may account for some of this increase.

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 280 relevant full-pay employees of which 75% are Women and 25% are Men.

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 has meant that there has been a reduction in the number of men in the lower middle quarter and an increase of men in the lower quartile and the number of women in the lower middle quarter has increased and the number of women in the lower quartile has reduced. The average pay gap in the lower two quartiles has remained very small but now the smaller number of males in these two quartiles have a slightly higher average pay than the women now.

We have 17 more female staff and 3 more male staff in this years gender pay gap figures compared to March 2023. Most of these are in the Lower middle quartile.

Priorities for 2024/25


A greater proportion (56%) of male staff have a TLR or R&R Allowance (39 out of 70), compared to only 23% of females (49 out of 210). This is because the majority of male staff are teachers who can be paid a TLR, whereas many support staff are female. It is interesting that there are 39 full time male teachers and 49 full time female teachers, which suggests that this distribution is more to do with the proportion of full timers, rather than gender.

The School faces significant recruitment difficulties with very low application numbers for most posts advertised. Salary rates are not competitive for support staff or teachers. The work/life balance for teachers means many are leaving the profession all together.

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 and have a higher proportion of part-time staff than other schools.

Signed:



Headteacher: D Fitter

Date:

27 NOV 2024
