

## **Mandatory Gender Pay Gap Reporting – Bolton School**

Gender Pay Reporting, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, involves carrying out six calculations that show the difference between the average earnings of males and females working at the Bolton School Foundation; it does not involve publishing individual employee's data.

The figures that need to be published on the Government website are as follows;

**Mean gender pay gap**

**Median gender pay gap**

**Mean bonus gender pay gap**

**Median bonus gender pay gap**

**Proportion of males and females receiving a bonus payment**

**Proportion of males and females in each quartile band**

The data used for the mean and median gender pay gap calculations is based on the payroll that included the snapshot date of 5 April 2017. The data used for the bonus figure calculations is based on the 12 months reference period to 5 April 2017.

The data used was for 590 members of staff, 179 being male and 411 being female.

Due to the diversity of the contracts at the Foundation, where salaries are based on a known hourly rate, e.g. NJC payscale hourly rates this figure was used to make comparisons equal. For example, we have a number of support staff who have term time only contracts and do not work across a full year. Their salary is paid on an annualised basis but this would have skewed the results if we didn't use their **actual** hourly rate. After some discussion in house and with our lawyer, and in the absence of a number of hours to be worked per week in the Teacher contract, it was decided to use the guidance which was issued from ISBA at the end of February 2018.

Teaching staff are paid in accordance with the School Teachers' Pay and Conditions Document where salary is dependent on length of service and experience. Support staff are paid according to the NJC payscales, and roles are regularly benchmarked across the organisation and externally.

### **The Results:**

#### **Mean and Median Gender Pay Gap**

The mean figure is the difference between the average hourly rate for male and female employees. This has been calculated as 16.25%, meaning that the average hourly rate for females within the Foundation is, on average 16.25% less than that for male employees.

The median figure is the difference between the middle hourly rate, when all the hourly rates are listed in numerical order, separately for male and female employees. This has been calculated as 40.61% which means that for females within the Foundation, their hourly pay is 40.61% lower than that for male employees.

This does highlight the fact that, as with many organisations there is a gender pay gap.

By comparison, other establishments currently published listing themselves in the Education sector include:

	Mean	Median
Canford School	16%	15%
<b>Bolton School</b>	<b>16%</b>	<b>41%</b>
Oakham School	19%	30%
Woodard School	26%	20%
Step Academy Trust	31%	40%
Ocean Learning Trust	36%	55%

To assist with our analysis of the data, we have analysed each quartile further and evaluated the different job roles in each quartile. This data is below and it can be seen that in the upper middle quartile the men's hourly rate is actually less than the women's.

		Proportion of males and females in each quartile pay band	Percentage of males and females in each quartile as an overall percentage of all staff	Percentage of males and females in each quartile as a percentage of overall males or females	Mean Gender Pay Gap in each quartile pay band	Median Gender Pay Gap in each quartile pay band
Upper Quartile	Male	42%	10%	34.6%	3.37%	5.62%
	Female	58%	14%	20.7%		
Upper Middle Quartile	Male	28%	7%	22.9%	-0.21%	1.73%
	Female	72%	18%	26.0%		
Lower Middle Quartile	Male	37%	9%	30.2%	0.55%	-1.72%
	Female	63%	16%	22.6%		
Lower Quartile	Male	15%	4%	12.3%	-2.5%	0.76%
	Female	85%	21%	30.7%		

There are a number of reasons why the overall, headline figure of 16.25% reflects female employees being paid less compared to male employees. The gender gap is driven by the under-representation of men in the lower quartile roles within the Foundation. The majority of the roles in the lower quartile are Catering Assistants, Cleaners, Playcare Assistants and Nursery Nurses which are traditionally female dominated. In the lower quartile there are 22 males compared to 126 females and 30.7% of all females employed by the Foundation are employed in a role that falls in the lower quartile.

The Foundation also has a number of salary sacrifice schemes available to members of staff for childcare vouchers, school fees and the Group Personal Pension. According to the ACAS guidance, hourly rates are to be calculated after any salary sacrifice arrangements have taken place. By calculating hourly rates post salary sacrifice, the hourly rate of pay has been decreased but the employee is gaining another benefit in lieu of their salary. There are proportionately more females using salary sacrifice arrangements, and a number of these have decreased their hourly rate by a large percentage which also affects the results. Due to this a number of women are in a lower quartile than they would ordinarily be in compared to their pre-salary sacrifice hourly rate.

## **Bonus Data**

<b>Mean bonus gender pay gap</b>	50%
<b>Median bonus gender pay gap</b>	50%
<b>Proportion of males receiving a bonus payment</b>	1.7% (3 males receiving a bonus payment out of 179 male members of staff)
<b>Proportion of females receiving a bonus payment</b>	0.2% (1 female receiving a bonus payment out of 411 female members of staff)

During the 12 month reference period to 5 April 2017, four members of staff received a payment that fell into the criteria of a bonus payment according to the regulations. All of these bonuses were to managers who work in the commercial sector of the Foundation and this scheme has since been closed such that no further bonus payments will be made.

A £100 award is payable to all members of staff once they have accrued 25 years' service, however we have chosen not to include the long service awards in the bonus data.

After analysing the data, we believe that there is not a gender pay issue regarding the payment of bonuses.

## **Senior Sign Off**

I, Cathy Fox, Clerk and Treasurer at Bolton School confirm that the calculations are accurate.

A handwritten signature in black ink, appearing to read 'Cathy Fox' in a cursive style.

20 March 2018