

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 results are published on the Bolton School website and the Government website. 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 2018. The data used was based on 625 members of staff, 186 being male and 439 being female.

In order to make comparisons to the previous year's report, the hourly rates were calculated on the same basis. 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, there are 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 actual hourly rates were not used. Support staff are paid according to the NJC payscales, and roles are regularly benchmarked across the organisation and externally.

To calculate teacher's hourly rates, identical to last year, the guidance issued from ISBA at the end of February 2018 was used. Teaching staff are paid in accordance with the School Teachers' Pay and Conditions Document where salary is dependent on length of service and experience.

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 15.2%, meaning that the average hourly rate for females within the Foundation is, on average 15.2% 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 26.6% which means that for females within the Foundation, their hourly pay is 26.6% lower than that for male employees.

Comparison to Previous Year

These figures show that both the mean and median gender pay gap figures have reduced since April 2017. The mean figure for April 2017 was 16.25% and the median figure was 40.61%. The mean figure for April 2018 is therefore 1.05% points lower and the median figure is 14.01% points lower.

The April 2017 figures were based on 590 members of staff, 179 being male and 411 being female. In April 2018 the number of members of staff paid in the relevant period had increased to 625, 186 being male and 439 being female. This increase in the number of staff paid in the period is believed to be due to more casual members of staff being paid in the qualifying period. This is due to the fact that the school Easter holiday was a week earlier in 2018 compared to 2017, meaning that more casual workers were able to submit their claim prior to the April payroll cut-off date. Everyone who was paid during the April payroll has been included in the calculations. There has also been a slight increase in members of staff who work in multiple roles in the Foundation who have been counted more than once as each of their roles are different.

The median figure has changed quite significantly compared to the previous year's figure. It is believed that this is due to the changes made to the NJC pay scales in April 2018. The lower salary points of the pay scale were increased by a higher percentage compared to the higher points meaning that the difference between the lower points and the higher points has reduced.

Further Analysis

To assist with our analysis of the data, we have analysed each quartile further and evaluated the different job roles in each quartile. In 2017 there was a gender pay gap in favour of males in three of the quartiles. In the upper middle quartile the men's hourly rate was actually less than the women's. In April 2018 this only shows a gender pay gap in favour of males in the upper quartile, in the other three quartiles there is a gender pay gap in favour of women.

		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%	33.4%	4.93%	4.45%
	Female	58%	15%	21.4%		
Upper Middle Quartile	Male	28%	7%	24.7%	-2.26%	-3.11%
	Female	72%	18%	25.1%		
Lower Middle Quartile	Male	37%	9%	29%	-0.87%	-2.56%
	Female	63%	16%	23.5%		
Lower Quartile	Male	15%	4%	12.9%	-5.54%	-8.81%
	Female	85%	21%	30%		

Similar to the results published in April 2017, the reasons why the overall headline figure of 15.2% reflects female employees being paid less compared to male employees are very similar. 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 jobs undertaken by females. In the lower quartile there are 24 males compared to 132 females and 30% of all females employed by the Foundation are employed in a role that falls in the lower quartile.

The median figure has reduced quite significantly compared to the previous year's figure. As the National Living Wage has been increasing, the NJC have been trying to keep the lowest point of the NJC payscale ahead of this. This has meant that the lower points have increased by a greater percentage therefore closing the gap between the lowest and highest paid members of support staff.

Bonus Data

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 as this was not included last year. No other bonus payments were made during the 12 month reference period to 5 April 2018.

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'.

11 February 2019