

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 2020. The data used was based on 529 members of staff, 161 being male and 368 being female.

In order to make comparisons to previous reports, 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. Bolton School Support Staff pay scale, the hourly rate was used to make comparisons equal. For example, there are a number of support members of 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 roles are regularly benchmarked across the organisation and externally.

The guidance issued by ISBA at the end of February 2018 was again used to calculate hourly rates for teaching members of staff. Salary points for teaching members of staff are based 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 16.5%, meaning that the average hourly rate for females within the Foundation is, on average 16.5% 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 40.5% which means that for females within the Foundation, their hourly pay is 40.5% lower than that for male employees.

Comparison to Previous Years

Year	Total Number of Staff	Total Number of Males	Total Number of Females	Mean Gender Pay Gap Figure	Median Gender Pay Gap Figure
2017	590	179	411	16.2%	40.6%
2018	625	186	439	15.2%	26.6%
2019	614	191	423	12.4%	27.2%
2020	529	161	368	16.5%	40.5%

These figures show that the mean and median gender pay gaps have both increased since the 2019 figures. We believe that this is due to the decrease in the total number of staff included in the calculation and fewer males in the lower quartile due to less casuals working around the snapshot date.

The variation in the total staff numbers in April 2020 compared to the three previous years is primarily due to the number of casuals who have worked in the set timeframe. This can vary depending on what events take place during this timeframe and where the School Easter holiday falls. There are a number of activities that take place during the Easter holiday period that require casual workers. If a pay claim is submitted in April then they are included in the calculation.

The number of staff included in April 2020 was significantly reduced due to the Covid-19 pandemic and the national lockdown that commenced on 23 March 2020. Although regular casuals were furloughed, in accordance with the guidance, these were not included in the calculation as furlough pay was based on 80% of their average earnings rather than their actual hourly rate of pay. A significant number of casuals who were excluded this year are male and their hourly rate would have put them in the lower quartile. Without these roles being present, the overall gender pay gap has increased.

Further Analysis

		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	44.7%	11.2%	36.6%	3.12%	4.36%
	Female	55.3%	13.8%	19.9%		
Upper Middle Quartile	Male	28.8%	7.2%	23.6%	-5.44%	-10.65%
	Female	71.2%	17.8%	25.5%		
Lower Middle Quartile	Male	28.6%	7.1%	23.6%	0.64%	-1.34%
	Female	71.4%	17.9%	25.8%		
Lower Quartile	Male	19.7%	4.9%	16.2%	-0.11%	0.64%
	Female	80.3%	20.1%	28.8%		

To assist with our analysis of the data, we have analysed each quartile further and evaluated the different job roles in each quartile. The mean and median pay gaps are minimal in each quartile. In

April 2020 there continues to be a gender pay gap in favour of males in the upper quartile, although this gap has reduced. In the upper middle quartile, the gender pay gap is in favour of females, this has been a consistent trend compared to previous year's analysis. The gender pay gap in the lower middle quartile and lower quartile is minimal.

Compared to previous years, in 2017 there was a gender pay gap in favour of males in three of the quartiles. In the upper middle quartile, the gender pay gap was in favour of females. In April 2018 there was a gender pay gap in favour of males in the upper quartile and in the other three quartiles there was a gender pay gap in favour of females. In April 2019 there was a gender pay gap in favour of males in the upper quartile. There was only one other mean gender pay gap in favour of males, which was the lower middle quartile, with the others figures in favour of females.

Similar to previous results published, the reasons why the overall headline figures of a mean gender pay gap of 16.5% and a median gender pay gap of 40.5 are very similar. The gender pay 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 26 males compared to 106 females and 28.8% of all females employed by the Foundation are employed in a role that falls in the lower quartile.

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 in previous years. No other bonus payments were made during the 12 month reference period to 5 April 2020.

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'.

25 February 2021