

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 2019. The data used was based on 614 members of staff, 191 being male and 423 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 hourly rates, this figure 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 12.4%, meaning that the average hourly rate for females within the Foundation is, on average 12.4% 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 27.2% which means that for females within the Foundation, their hourly pay is 27.2% 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%

These figures show that the mean gender pay gap figure has continued to reduce since April 2017. The median gender pay gap figure was 40.6% in April 2017, this decreased to 26.6% in April 2018 and has slightly increased in April 2019 to 27.2%. The mean figure for April 2019 is therefore 2.8% points lower and the median figure is 0.6% point higher compared to the previous year.

The variation in the total staff numbers 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 the set timeframe and where the School Easter holiday falls. There are a number of activities that take place at the school during the Easter holiday period that require casual workers and if they submit a pay claim in April they are included in the calculation.

The median figure changed quite significantly in 2018 due to the changes made to the support staff 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 reduced. In April 2019 the pay scales were updated further and a number of lower pay points were merged. It appears that this change has not had the same impact on the median gender pay gap as the previous year but the mean gender pay gap has continued to decrease.

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	41.2%	10%	33%	3.10%	1.16%
	Female	58.8%	15%	21.3%		
Upper Middle Quartile	Male	28.6%	7%	23%	-2.80%	-3.77%
	Female	71.4%	18%	26%		
Lower Middle Quartile	Male	34.6%	9%	27.8%	0.20%	-0.41%
	Female	65.4%	16%	23.7%		
Lower Quartile	Male	20.1%	5%	16.2%	-5.04%	-3.32%
	Female	79.9%	20%	29%		

To assist with our analysis of the data, we have analysed each quartile further and evaluated the different job roles in each quartile. In April 2019 there continues to be a gender pay gap in favour of males in the upper quartile. There is only one other mean gender pay gap in favour of males, which is the lower middle quartile, with the others figures in favour of women.

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 men's hourly rate was less than the women's. 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 women.

Similar to previous results published, the reasons why the overall headline figures of 12.4% and 27.2% reflects female employees being paid less compared to male employees 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 31 males compared to 123 females and 29% of all females employed by the Foundation are employed in a role that falls in the lower quartile.

To prevent the National Living Wage from catching up with the lowest pay point on the Support Staff pay scale, the lowest points increased by a higher percentage compared to the rest of the pay scale. This resulted in the median figure reducing quite significantly in April 2018. A number of lower points merged on the Support Staff pay scale for the same reason in April 2019. At the same time, the rest of the pay scale was adjusted to ensure that there are suitable differentials between each pay point. These two changes to the pay scale in April 2019 may have meant that the median figure had slightly increased since April 2018.

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 2019.

Senior Sign Off

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

A handwritten signature in black ink that reads "Cathy Fox". The signature is written in a cursive, slightly stylized font.

27 January 2020