

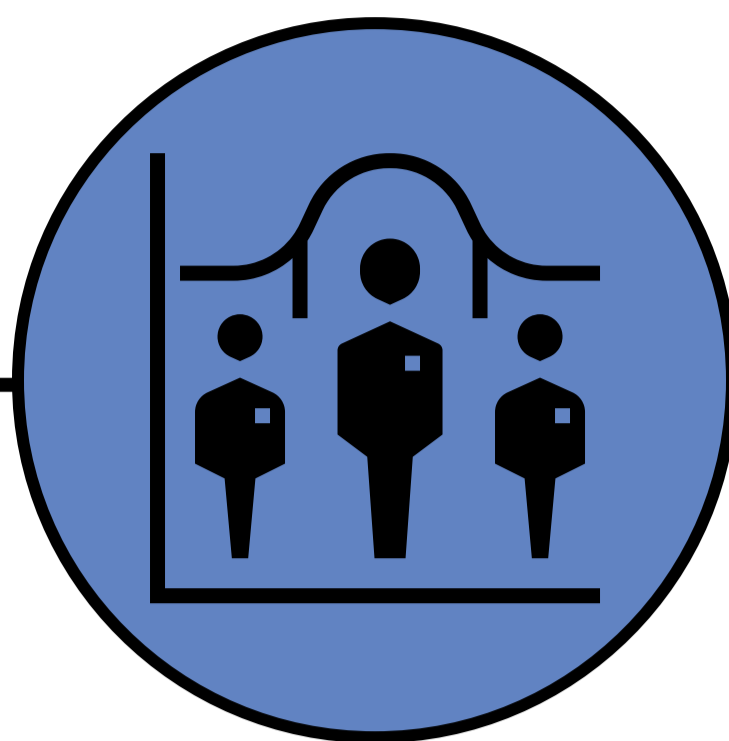


Bolton School Gender Pay Gap Analysis 2024



Teaching & Support Staff

Across both teaching and support roles, men and women are paid equally for equivalent jobs, with the overall gender pay gap driven by the higher proportion of women in lower-paid support positions.



Mean 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%.

This gap has decreased from 17.1% in 2023.



Median Pay Gap

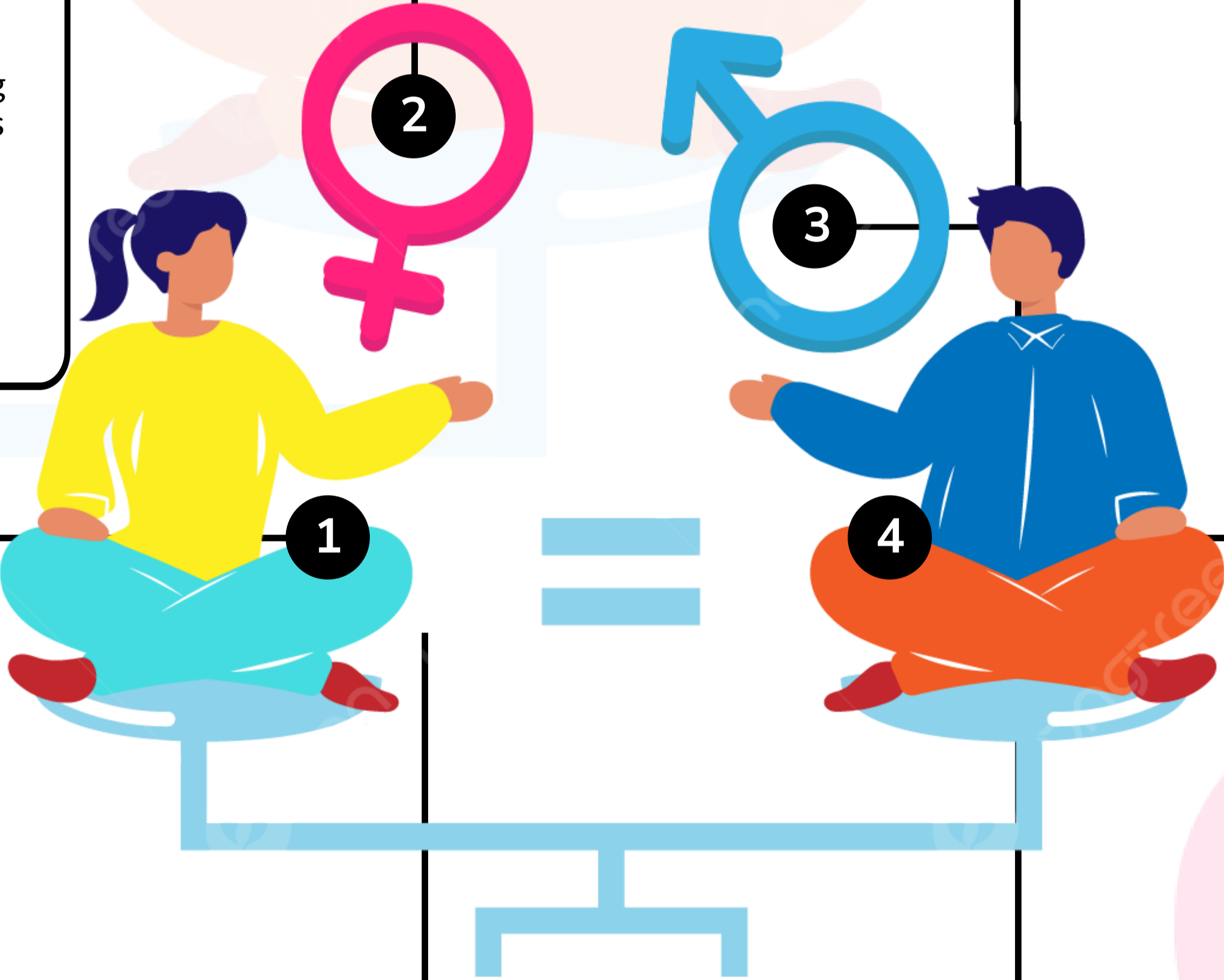
The median figure is the difference between the middle hourly rate, when all the hourly rates are listed in numerical order, separately for male and female employees. This has been calculated as 28.9%.

The gap has decreased from 31.7% in 2023.



Quartiles

This quartile breakdown reveals a clear trend: as pay decreases, the proportion of female staff increases. Women dominate the lowest-paid quartile (81.9%), which includes roles like catering and childcare—key drivers of the median pay gap. In contrast, the top quartile remains majority female but with a more balanced gender mix.



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In Quartile 1, (Top 25% earners):
64.1% women, 35.9% men

In Quartile 2: 64.5% women,
35.5% men

In Quartile 3: 74.4% women,
25.6% men

In Quartile 4: 81.9% women,
18.1% men

2

Glass Ceiling Analysis
(Academic Staff)

Senior Leadership

14

8

Middle Leadership

35

20

Additional Responsibility

25

15

3

The 2024 Gender Pay Gap analysis confirms that the organisation's pay structure is fundamentally fair. Women and men are paid equally for equivalent roles, with no disparity in pay for equal work. Pay scales and policies ensure gender is not a factor in setting salaries.

The mean and median gaps arise from workforce composition: women are overrepresented in lower-paid quartiles, while men are more present in some higher-paid roles. However, within each quartile and like-for-like positions, pay is equal. Strong female representation in leadership also reflects equal access to progression.

Overall, both male and female staff are valued and rewarded fairly for their contributions.

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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%
2021	509	145	364	18.6%	49.7%
2022	599	186	413	15.5%	27.7%
2023	599	174	425	17.1%	31.7%
2024	622	179	443	16.5%	28.9%

Comparison of data 2017 - 2024

Women are well represented across all pay levels, with the proportion highest in the lowest quartile. Quartiles 2 and 3 continue this trend, while the top quartile shows a more balanced gender mix. This pattern reflects role distribution rather than pay inequality.

Our glass ceiling analysis shows that women hold the greatest share of leadership and responsibility roles across the Foundation, though the picture varies by division: the Girls' Division has the most balanced gender distribution, while the Boys' Division sees a higher proportion of men in senior roles, and in the Primary Division, male staff are more likely to hold additional responsibilities despite fewer formal leadership posts.

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.