

BOLTON SCHOOL GENDER PAY GAP ANALYSIS

Q: Are women being paid the same as men for equivalent roles? A: YES

Q: Do women have access to the same range of roles as men? A: YES

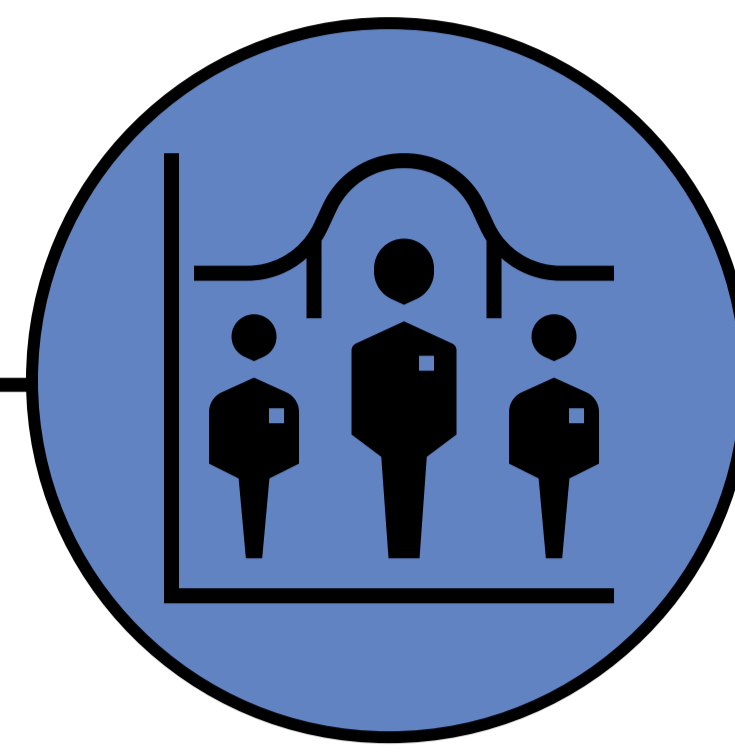


Teaching & Support Staff

The lower gap in teaching is because the impact of the predominantly female lower paid roles is not so evident.

Female classroom teachers: 139

Male classroom teachers: 76



Mean Pay Gap

The mean figure is the difference between the average hourly rate for male and female employees. This has been calculated as 17.1%.

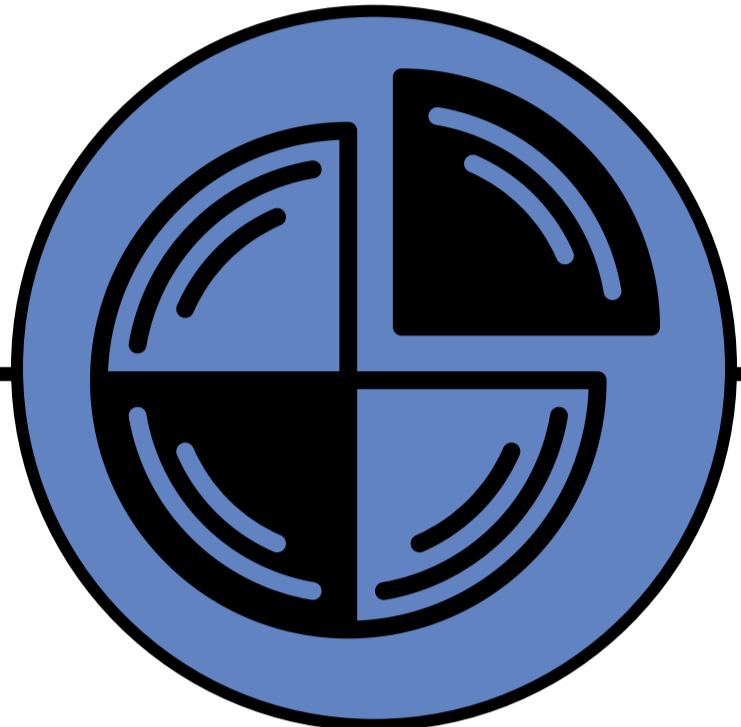
Upper Quartile: 8.2%
Upper Middle: 0.4%
Lower Middle: -0.3%
Lower Quartile: -2.4%



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 31.7%.

Upper Quartile: 8.6%
Upper Middle: -0.2%
Lower Middle: -0.2%
Lower Quartile: 0%

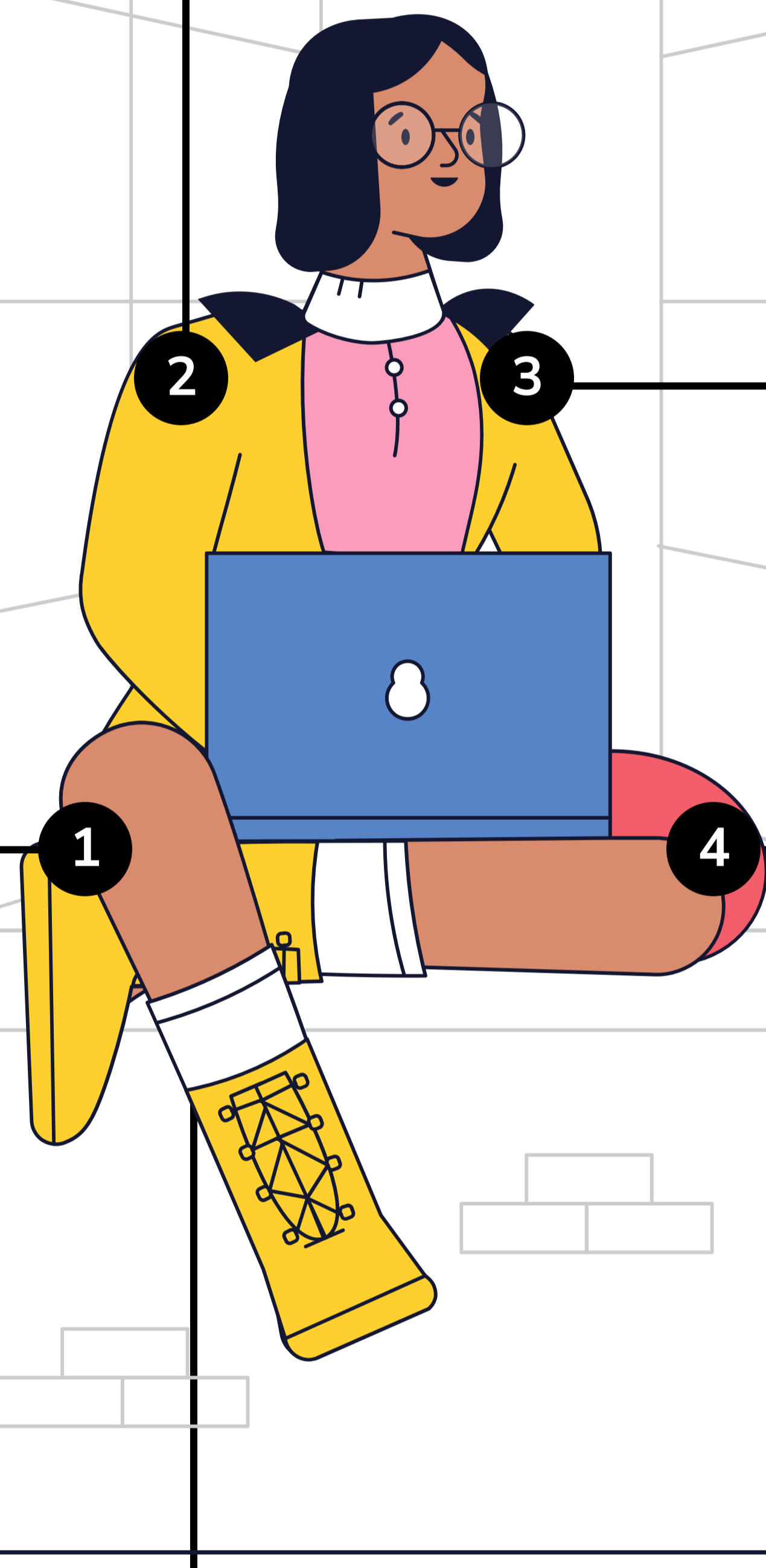


Quartiles

Within each quartile the gender pay gap is very small or in favour of female employees, except for the top quartile.

A first analysis is that this may imply less access to higher paid jobs.

This is not the case. The reason is most likely that the top quartile for men is 57 people. The top quartile for women is 95 people.



Female

Male

Female

Male

1

2

3

4

95 57

In **Quartile 1**, the pay of 29th best paid woman = pay of 29th best paid man.

152 people

In **Quartile 2** the 75th person is paid £17.97/h. The median man is £17.58 and the equivalent rank woman is £25.67

150 people

In **Quartile 3** the 75th person is paid £10.78/h. The median man is £10.76/h. The equivalent rank woman is £11.64/h. The median woman is £10.78/h.

150 people

122 28

In **Quartile 4** essentially all colleagues are paid £10.42/h. There are 122 women and 28 men in this category.

150 people

Senior Leadership

17 8

Middle Leadership

36 24

Additional Responsibility

21 18

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 2023 there continues to be a gender pay gap in favour of males in the upper quartile. In the other three quartiles the gender pay gap is either less than 1% or in favour of females.

Similar to previous figures published, the reasons why the overall headline figures of a mean gender pay gap of 17.1% and a median gender pay gap of 31.7% remain the same. As an organisation, there is a disproportionate number of males and females.

71% of staff are female (425) compared to 29% who are male (174). Males are also under-represented in the lower quartile due to the nature of the roles that feature in this quartile. The majority of the roles in the lower quartile are Catering Assistants, Cleaners, Playcare Assistants and Nursery Nurses (122).

- Overall, the median person is paid £12.41/h.
- The median man is paid £17.30/h. The same rank woman is paid £29.05/h.
- The median woman is paid £11.83/h.

This **Glass Ceiling Analysis** indicates a noteworthy trend where women consistently hold higher positions across all levels of academic teaching and leadership, including senior, middle, and additional responsibilities.

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%

Comparison of data 2017 - 2023

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.