

The Grange School Gender Pay Gap Report 2023

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The Grange School is an equal opportunity employer and is committed to a working environment that is free from any form of discrimination. We are committed to diversity and recognise as a school that our challenge is to increase our gender balance in the organisation, which will in turn positively impact our gender pay gap.

Our recruitment policy seeks to employ people whose values align with those of the School and we engage those teachers who can truly inspire young people and support staff who can deliver our strategic objectives and excellent service irrespective of their gender, colour, race, ethnicity, religion, sexual orientation or disability. Our remuneration policy requires evaluation of roles based on responsibility and required competencies irrespective of gender of the job-holder. Training and support are offered on an equal basis to all staff to encourage career progression.

At the snapshot date a total of 201 female staff and 74 male staff were considered to be “relevant employees”. 73.1% of our employees are female. We have females in senior roles to encourage and support other females in the workplace:

- Our Head is female,
- Our Executive Leadership Team is 25% female
- Senior School Senior Leadership team is 60% female
- Junior School Senior Leadership team is 67% female.

The following gender pay gap calculations are based on the pay that “Full pay relevant employees” received in April 2023. At the snapshot date a total of 197 female staff and 72 male staff were considered to be “full pay relevant employees”.

The mean gender pay gap is 13.7% (2022 this was 16.4%.)

This indicates that the mean hourly rate of pay for female employees is 13.7% less than the mean hourly rate for male employees.

The median gender pay gap is 27.6%. (2022 this was 32.3%.)

This indicates that the mid-point of all hourly rates of pay for female employees is 27.6% less than the mid-point of all hourly rates for male employees.

The percentage of males and females within in each quartile pay band is:

| Quartile | Male | Female |
|------------------------------|-------------|---------------|
| 1 st Lower | 16.2% | 83.8% |
| 2 nd Lower middle | 26.9% | 73.1% |
| 3 rd Upper middle | 26.9% | 73.1% |
| 4 th Upper | 37.3% | 62.7% |

The mean bonus gender pay gap is 40.4%

This indicates that the mean average bonus paid to female staff was 40.4% lower than the mean average bonus for male employees

The median bonus gender pay gap is -121.5%

This indicates that the median bonus paid to female staff was 121.5% higher than the median bonus paid to male employees

The proportion of males and females receiving a bonus payment:

The proportion of males receiving a bonus 5.4%

The proportion of females receiving a bonus 1.0%

Further information

The gender pay gap shows that there is difference in the average pay of male and female employees. However, in the upper quartile pay band there are more females than males suggesting that there is not an issue with women being appointed to the most senior positions within the School.

In April 2023, 26.1% of staff were male and 73.1% were female. It can be seen above there is a relatively higher proportion of females in the lower quartile (83.8%) than the overall staffing would suggest. This band includes support roles such as cleaning, catering, playground supervision and after-school care. Conversely, 37.3% of staff in the upper quartile are male which is proportionately higher than the 26.1% in the overall staff body. Therefore, the pay gap reflects the roles carried out predominantly by women rather than a differential in pay for the same role carried out by different genders.

I confirm that the data reported is true and accurate



Vinnie Williams

Head of Finance