

GENDER PAY GAP REPORT 2023

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This gender pay gap report is published in accordance with The Equality Act 2010 (Specific Duties and Public authorities) regulations 2017. The report is based on data for the snapshot date of 31 March 2023. The figures set out under the required 6 metrics, have been calculated using the methodologies detailed in the regulations. The report covers The Sir John Brunner Foundation Multi Academy Trust, comprising The County High School, Leftwich; Middlewich High School and Sir John Deane’s Sixth Form College.

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| 1. **Mean gender pay gap in hourly pay: 19.6%**
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This means male employees were paid an average of 19.6% more than female employees, when expressed as a mean.

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| 1. **Median gender pay gap in hourly pay: 39.5%**
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This means male employees were paid an average of 39.5% more than female employees, when expressed as a median.

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| 1. **Mean bonus gender pay gap: - 3.8%**
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This means of those employees who received a bonus payment, male employees received an average of 3.78% less than female employees, when expressed as a mean.

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| 1. **Median bonus gender pay gap: -16.4%**
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This means of those employees who received a bonus payment, male employees received an average of 16.45% less than female employees, when expressed as a median.

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| 1. **Proportion of males and females receiving a bonus payment**
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The proportion of males receiving a bonus was 14.7%, compared to 15% of females receiving a bonus payment.

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| 1. **Proportion of males and females when divided into four groups ordered from lowest to highest pay**
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|  | **Male** | **Female** |
| **Lower quartile** | 14.7% | 85.3% |
| **Lower middle quartile** | 24% | 76% |
| **Upper middle quartile** | 27.1% | 72.9% |
| **Upper quartile** | 41.7% | 58.3% |

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| 1. **Additional information**
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The organisation continues to employ more female than male colleagues (70% female 30% male).

Pay is governed by set salary scales, determined nationally and applied consistently regardless of gender. Decisions relating to recruitment, selection, promotion or additional responsibility is based firmly on objective justifications, and not on gender (or any other protected characteristic).

The gender pay gap apparent within these results is, and will continue to be, due to the higher proportion of female employees in support staff roles. Support staff roles generally attract lower salaries than compared to teaching roles, furthermore the term-time only nature of many of these roles mean these salaries are reduced due to pro-rating. It is important to note however, term-time roles are considered a flexible working option, and are sought after as they provide significant time off and flexibility around school holiday periods, which continue to be a useful recruitment strategy and support colleagues to develop a career whilst balancing other non-work commitments or interests.

It is important to recognise that the gender pay gap exists within educational establishments due to the very different terms and conditions between teachers and support staff, that are nationally set. When conducting the calculations for teachers and support staff independently of one another, there is a significantly less gender pay gap.

Bonus definition: The Sixth Form College Support Staff nationally derived terms and conditions of employment, include a support staff standards payment. This is a single flat rate payment; the same amount is payable regardless of gender, but this is pro-rated for part time colleagues.

With the exception of the bonus gender pay gap, which is explained above, benchmarking indicates the results are comparable and within the range of other organisations within the education sector.