

Gender Pay Gap Report – April 2022

Gresham's School is required to publish a Gender Pay Gap Report by 4 April 2023 in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations apply to all organisations, including schools, which have 250 or more employees.

We are required to publish:

- the **mean gender pay gap** (the difference between the mean hourly earnings of male and female employees, expressed relative to men's earnings)
- the **median gender pay gap** (the difference between the median hourly earnings of male and female employees, expressed relative to men's earnings)
- the proportion of males and females in each pay quartile.

The School does not pay bonuses and so the requirement to report gender pay gap information for bonus payments is not applicable.

The report for Gresham's School is as follows:

Mean Gender Pay Gap: 18.84%
Median Gender Pay Gap: 32.29%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	21%	43%	39%	46%
Female	79%	57%	61%	54%

The mean and median gaps have improved since the previous year (from 25.09% to 18.84% and from 39.08% to 32.29% respectively). The higher rate of NMW increase, against other pay rise, improved the rates for workers paid at or near to the NMW. As proportionately more females are in these roles, they received a proportionately larger increase in pay, which helped close the gap in the lower quartile. There are also proportionately more females filling roles in the highest quartile than in previous years.

We try to ensure that pay is set according to the value and complexity of the work being undertaken, regardless of gender, and we are satisfied that people undertaking similar work are paid similar rates. Our gender pay gap reflects the structure and make up of our workforce. The proportion of female to male staff for the snapshot period was 63% to 37%. Gender pay gap is now a standing agenda item on our HR and Staff Conditions Committee, which meets at least twice a year, and will monitor the rates of pay and identify where action can be taken to try to redress the gap, such as trying to ensure that females are attracted to apply for top roles in the organisation, which has already achieved a degree of success.

I confirm that the calculations are an accurate representation of our position on 5th April 2022.



Michael Goff
Chairman of Governors
March 2023