

Gender Pay Gap Report – April 2023

Gresham's School is required to publish a Gender Pay Gap Report by 4 April 2024 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: 22.58%
Median Gender Pay Gap: 45.51%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	15%	42%	39%	45%
Female	85%	58%	61%	55%

The mean and median gaps have increased since the previous year (from 18.84% to 22.58% and from 32.29% to 45.51% respectively). Although there has been a slight increase in the proportion of females in the upper quartile, there has been a bigger increase in the proportion of females working in the lower quartile of earnings. Inflationary pressures led to a bigger pay increase than normal for those earning above the national minimum wage, which more than offset the closing of the gap resulting from the National Minimum Wage increase.

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 of our workforce, with more females working in roles which appear in the lower quartile and significantly more females in the workforce than men: the proportion of female to male staff for the snapshot period was 64% to 36%. Gender pay gap is 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 2023.



Michael Goff
Chairman of Governors
April 2024