



Gender Pay Gap Report

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Bradford Grammar School is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2017.

The mean gender pay gap for Bradford Grammar School is 13%.

The median gender pay gap for Bradford Grammar School is 19%.

Bonus payments were not applicable to Bradford Grammar School.

Pay quartiles by gender

Salary Quartiles						
Band	Quartile Pay	No. of Males	% Male	No. of Females	% Female	Total Employees
A	£6.95 - £9.72	20	19%	49	29%	69
B	£10.08 - £18.30	27	25%	42	25%	69
C	£19.23 - 22.47	25	24%	36	21%	61
D	£22.69 - £62.75	34	32%	43	25%	77
		106		170		276
		38%		62%		

Workforce is made up of 38% male and 62% female

Of the male population 19% are in Band A, 25% in Band B, 24% in Band C and 32% in Band D

Of the female population 29% are in Band A, 25% in Band B, 21% in Band C and 25% in Band D

Of the total workforce 25% are in Band A, 25% in Band B, 22% in Band C and 28% in Band D

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Bradford Grammar School's gender pay gap?

Bradford Grammar School is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. It is rather understood to be the result of the differing level roles in which men and women work within the School and the salaries that these roles attract, together with the ratio of men to women employed within the school.

Under the law, men and women must receive equal pay for:

- The same, or broadly similar work;
- Work rated as equivalent under a job evaluation scheme, or
- Work of equal value

Bradford Grammar School is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, Bradford Grammar School:

- Carries out pay and benefits audits at regular intervals
- Provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

How does Bradford Grammar School's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to report that Bradford Grammar School's gap compares favourably with that of other organisations.

Mean Gender Pay Gap

No of Females	170	No of Males	106
Mean gross hrly rate B	15.35	Mean gross hrly rate A	17.72
Mean gender pay gap	$(A-B)/A*100$		13
13% is the gender pay gap which means that an average female earns 13% less of whatever an average male earns			

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, whilst in the education sector it is 18.3%. At 13%, Bradford Grammar School's mean gender pay gap, is therefore, significantly lower than both the whole economy and that for the education sector (note figures specifically for the independent education sector were unavailable at the time of writing this report).

Median Gender Pay Gap

No of Females	170	No of Males	106
Median hourly rate B	17.47	Median hourly rate A	21.57
Median gender pay gap	$(A-B)/A*100$		19
19% is the gender pay gap which means that an average female earns 19% less of whatever an average male earns			

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, whilst in the education sector it is 26.4%. At 19%, Bradford Grammar School's median gender pay gap is slightly higher than that for the whole economy, but is significantly lower to that for the education sector (note figures specifically for the independent education sector were unavailable at the time of writing this report).

Comparison with other organisations

	Bradford Grammar School	2017 ONS ASHE – whole sector	2017 ONS ASHE – education sector
Mean gender pay gap	13%	17.4%	18.3%
Median gender pay gap	19%	18.4%	26.4%

Bradford Grammar School Workforce

The workforce at Bradford Grammar School is recognised as being split into 2 groups; Teaching and Support (due to the nature of the business and the professions within it).

The same gender pay calculations have been applied to each of these groups and the results of these reiterate the School's belief that it's gender pay gap does not stem from paying men and women differently, but is the result of the roles in which they work together with the ratio of men:women employed within the school.

Teaching Staff Workforce

Table A – Salary Quartiles by Gender

Salary Quartiles						
Band	Quartile Pay	No. of Males	% Male	No. of Females	% Female	Total Employees
A	£14.92 - £20.67	9	16%	15	19%	24
B	£21.57 - £21.66	15	27%	21	27%	36
C	£21.75 - £24.20	10	18%	21	27%	31
D	£25.46 - £62.75	22	39%	21	27%	43
		56		78		134
		42%		58%		

Teaching workforce is made up of 42% male and 58% female

Of the male population 16% are in Band A, 27% in Band B, 18% in Band C and 39% in Band D

Of the female population 19% are in Band A, 27% in Band B, 27% in Band C and 27% in Band D

Of the total teaching workforce 18% are in Band A, 27% in Band B, 23% in Band C and 32% in Band D

Table B – Mean Gender Pay Gap

Mean Salary Calculation					
No of Females		78	No of Males	56	
Mean gross hrly rate	B	23.30	Mean gross hrly rate	A	25.21
Mean gender pay gap	$(A-B)/A*100$			8	
8% is the gender pay gap which means that an average female teacher earns 8% less of whatever an average male earns					

Table C – Median Gender Pay Gap

Median Salary Calculation					
No of Females		78	No of Males	56	
Median hourly rate	B	22.00	Median hourly rate	A	22.74
Median gender pay gap	$(A-B)/A*100$			3	
3% is the gender pay gap which means that an average female earns 3% less of whatever an average male earns					

Support Staff Workforce

Table A – Salary Quartiles by Gender

Salary Quartiles						
Band	Quartile Pay	No. of Males	% Male	No. of Females	% Female	Total Employees
A	£6.95 - £7.69	13	25%	33	36%	46
B	£8.34 - £10.08	9	18%	17	18%	26
C	£10.83 - £15.02	17	33%	26	28%	43
D	£15.31 - £50.00	12	24%	16	17%	28
		51		92		143
		36%		64%		

Support staff workforce is made up of 36% male and 64% female

Of the male population 25% are in Band A, 18% in Band B, 33% in Band C and 24% in Band D

Of the female population 36% are in Band A, 18% in Band B, 28% in Band C and 17% in Band D

Of the total support staff workforce 32% are in Band A, 18% in Band B, 30% in Band C and 20% in Band D

Table B – Mean Gender Pay Gap

Mean Salary Calculation			
No of Females	92	No of Males	51
Mean gross hrly rate B	12.35	Mean gross hrly rate A	13.50
Mean gender pay gap	$(A-B)/A*100$		9
9% is the gender pay gap which means that an average female earns 9% less of whatever an average male earns			

Table C – Median Gender Pay Gap

Median Salary Calculation			
No of Females	92	No of Males	51
Median hourly rate B	9.62	Median hourly rate A	11.32
Median gender pay gap	$(A-B)/A*100$		15
15% is the gender pay gap which means that an average female earns 15% less of whatever an average male earns			

Summary

Bradford Grammar School has already taken steps to promote gender diversity in all areas of its workforce by:

- Operating structured pay scales applicable to each individual role within the school (regardless of whether held by men or women)
- Monitoring the number of men and women applying for roles and being recruited
- Monitoring the number of men and women leaving the school's employment and their reasons for doing so
- Operating a flexible working policy which considers requests regardless of the role
- Offering family friendly benefits such as Childcare Vouchers to all employees
- Reviewing its Pay Policy on a regular basis

Whilst the School's gender pay gap compares favourably with other organisations and within the education sector, we remain committed to continuing to address and reduce the gap, although it is recognised that the scope to act is limited in some areas.

I confirm that the information in this statement is accurate.



Lynne Morrison
Chairman of Governors
March 2018