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Bradford Grammar School

Gender Pay Gap Report 2018

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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 2018.

The mean gender pay gap for Bradford Grammar School is 17%

The median gender pay gap for Bradford Grammar School is 26%

Bonus payments were not applicable to Bradford Grammar School.

Pay quartiles by gender

Gender Pay Gap Reporting - April 2018					
Salary Quartiles					
Band	No. of Males	% Male	No. of Females	% Female	Total Employees
A	19	17%	55	32%	74
B	23	21%	40	23%	63
C	29	26%	47	27%	76
D	39	35%	31	18%	70
	110		173		283

- The School's workforce is made up of 39% male and 61% female
- Of the male population 17% are in Band A, 21% in Band B, 26% in Band C and 35% in Band D
- Of the female population 32% are in Band A, 23% in Band B, 27% in Band C and 18% in Band D
- Of the total workforce 26% are in Band A, 22% in Band B, 27% in Band C and 25% 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?

Having once again reviewed the pay awarded to the various roles within Bradford Grammar School we remain confident that the 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. More women are working in part-time roles which are lower paid.

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 periodic intervals
- Provides equal pay training for staff who are involved in equal 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

Gender Pay - April 2018				
Mean Salary Calculation				
No of Females		173	No of Males	110
Mean gross hrly rate	B	17.00	Mean gross hrly rate	A 20.59
Mean gender pay gap		(A-B)/A*100		17
17% is the gender pay gap which means that an average female earns 17% less of whatever an average male earns				

17% is the mean gender pay gap which means that an average female earns 17% less of whatever an average male earns.

At 17%, the School's mean gender pay gap has increased from last year. Due to the lack of benchmarking data available we are unsure whether this figure is comparable with the whole economy and specifically for the education sector but we remain confident that the gender pay gap is as a result of the differing levels of roles within the school and the number of men and women employed within them.

Median Gender Pay Gap

Gender Pay - April 2018			
Median Salary Calculation			
No of Females	173	No of Males	110
Median hourly rate	B 16.09	Median hourly rate	A 21.78
Median gender pay gap	$(A-B)/A*100$		26

26% is the median gender pay gap meaning male workers earn 26% more than female workers.

The median gender pay gap for the whole economy (according to the 2018 ONS ASHE figures) is 17.9%¹. At 26%, Bradford Grammar School's median gender pay gap is significantly higher than that for the whole economy. (Note figures specifically for the education sector were unavailable at the time of writing this report).

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.

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<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

Teaching Staff Workforce

Table A – Salary Quartiles by Gender

Gender Pay Gap Reporting - April 2018						
Salary Quartiles						
Band	Quartile Pay	No. of Males	% Male	No. of Females	% Female	Total Employees
A	14.09 - 20.86	9	15%	11	13%	20
B	20.88 - 21.78	13	22%	30	37%	43
C	21.96 - 24.82	8	14%	16	20%	24
D	25.72 - 63.38	29	49%	25	30%	54

- The Teaching workforce is made up of 42% male and 58% female.
- Of the male population, 15% are in Band A, 22% in Band B, 14% in Band C and 49% in Band D
- Of the female population 13% are in Band A, 37% in Band B, 20% in Band C and 30% in Band D
- Of the total teaching workforce 14% are in Band A, 31% in Band B, 17% in Band C and 38% in Band D

Table B – Mean Gender Pay Gap

Gender Pay - April 2018				
Mean Salary Calculation				
No of Females		82	No of Males	59
Mean gross hrly rate	B	23.57	Mean gross hrly rate	A 25.68
Mean gender pay gap	$(A-B)/A*100$		8	

8% is the mean gender pay gap which means that an average female worker earns 8% less or whatever a male worker earns.

Table C – Median Gender Pay Gap

Gender Pay - April 2018					
Median Salary Calculation					
No of Females		82	No of Males		59
Median hourly rate	B	21.78	Median hourly rate	A	24.17
Median gender pay gap		$(A-B)/A*100$			10

10% is the median gender pay gap meaning female workers earn 10% less to that of an average male worker.

Support Staff Workforce

Table A – Salary Quartiles by Gender

Gender Pay Gap Reporting - April 2018						
Salary Quartiles						
Band	Quartile Pay	No. of Males	% Male	No. of Females	% Female	Total Employees
A	£7.02 - £8.07	10	21%	36	38%	46
B	£8.42 - £10.18	9	19%	21	22%	30
C	£10.94 - £15.17	17	35%	22	23%	39
D	£15.47 - £41.14	12	25%	15	16%	27
		48		94		142

- The Support staff workforce is made up of 34% male and 66% female
- Of the male population 21% are in Band A, 19% in Band B, 35% in Band C and 25% in Band D
- Of the female population 38% are in Band A, 22% in Band B, 23% in Band C and 16% in Band D
- Of the total support staff workforce 32% are in Band A, 21% in Band B, 27% in Band C and 19% in Band D

Table B – Mean Gender Pay Gap

Gender Pay - April 2018					
Mean Salary Calculation					
No of Females		94	No of Males		48
Mean gross hrly rate	B	11.47	Mean gross hrly rate	A	14.15
Mean gender pay gap		$(A-B)/A*100$			19

19% is the mean gender pay gap which means that an average female earns 19% less to that of an average male

Table C – Median Gender Pay Gap

Gender Pay - April 2018					
Median Salary Calculation					
No of Females		94	No of Males		48
Median hourly rate	B	9.62	Median hourly rate	A	11.93
Median gender pay gap		$(A-B)/A*100$			19

19% is the median gender pay gap which means that an average female earns 19% less to that of an average male

Comparison Year on Year

	Total Workforce					
	Quartiles %				Mean %	Median %
	A	B	C	D		
2018	26	22	27	25	17	26
2017	25	25	22	28	13	19

	Teaching Staff					
	Quartiles %				Mean %	Median %
	A	B	C	D		
2018	14	31	17	38	8	10
2017	18	27	23	32	8	3

	Support Staff					
	Quartiles %				Mean %	Median %
	A	B	C	D		
2018	32	21	27	19	19	19
2017	32	18	30	20	9	15

Summary

Although the overall gender pay gap has increased this year Bradford Grammar School continues to take 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) and benchmarking against the market force
- Operating structured and skills-based recruitment processes for all roles within the school
- 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

We remain committed to continuing to addressing and reducing 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.



Simon Hinchliffe
Headmaster

April 2019