

## Gender Pay Gap Report 2022



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 2022.

The mean gender pay gap for Bradford Grammar School is 16%

The median gender pay gap for Bradford Grammar School is 33%

Bonus payments were not applicable to Bradford Grammar School.

### Pay quartiles by gender

Gender Pay Gap Reporting - April 2022					
Salary Quartiles					
Band	No. of Males	% Male	No. of Females	% Female	Total Employees
A	18	17%	55	32%	73
B	24	22%	43	25%	67
C	31	29%	44	25%	75
D	34	32%	32	18%	66
	107		174		281

The School's workforce is made up of 38% male and 62% female

Of the male population:

- 17% are in Band A, 22% are in Band B, 29% are in Band C, 32% are in Band D

Of the female population

- 32% are in Band A, 25% are in Band B, 25% are in Band C, 18% are in Band D

Of the total workforce:

- 26% are in Band A, 24% are in Band B, 27% are in Band C, 23% are in Band D

### 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 at lower grades and so 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 similar organisations within our sector.

### Mean Gender Pay Gap

Gender Pay - April 2022					
Mean Salary Calculation					
No of Females		174	No of Males		107
Mean gross hrly rate	<b>B</b>	17.10	Mean gross hr	<b>A</b>	20.27
Mean gender pay gap		$(A-B)/A*100$			16

16% is the mean gender pay gap which means that an average female earns 16% less of whatever an average male earns.

At 16%, the School's mean gender pay gap has increased from last year, 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. We employed a greater number of women at lower grades during the year which has impacted the calculation.

### Median Gender Pay Gap

Gender Pay - April 2022					
Median Salary Calculation					
No of Females		174	No of Males		107
Median hourly rate	<b>B</b>	13.57	Median hourly rate	<b>A</b>	20.38
Median gender pay gap		$(A-B)/A*100$			33

33% is the median gender pay gap meaning male workers earn 33% more than female workers.

Whilst the median gender pay gap has increased significantly, we are confident this is due to the higher number of women being employed during the year on lower graded roles, for example we employed casual workers to assist with a number of catering events, and yr 13 students to conduct a fundraising telethon, all of whom were on NMW and predominantly female.

### **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**

Gender Pay Gap Reporting - April 2022					
Salary Quartiles					
Band	No. of Males	% Male	No. of Females	% Female	Total Employees
A	21	38%	31	44%	52
B	3	5%	11	16%	14
C	9	16%	17	24%	26
D	22	40%	11	16%	33
	55		70		125

The Teaching workforce is made up of 44% male and 56% female.

Of the male teaching staff population:

- 38% are in Band A, 5% are in Band B, 16% are in Band C, 40% are in Band D

Of the female teaching staff population:

- 44% are in Band A, 16% are in Band B, 24% are in Band C, 16% are in Band D

Of the total teaching workforce:

- 42% are in Band A, 11% are in Band B, 21% are in Band C, 26% are in Band D

**Table B – Mean Gender Pay Gap**

Gender Pay - April 2022					
Mean Salary Calculation					
No of Females		70	No of Males		55
Mean gross hrly rate	<b>B</b>	24.48	Mean gross hr	<b>A</b>	26.51
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 2022					
Median Salary Calculation					
No of Females		70	No of Males		55
Median hourly rate	<b>B</b>	23.55	Median hourly rate	<b>A</b>	25.97
Median gender pay gap		$(A-B)/A*100$			9

9% is the median gender pay gap meaning female workers earn 9% less to that of an average male worker.

### **Support Staff Workforce**

**Table A – Salary Quartiles by Gender**

Salary Quartiles					
Band	No. of Males	% Male	No. of Females	% Female	Total Employees
<b>A</b>	11	21.2%	47	45.2%	58
<b>B</b>	7	13.5%	14	13.5%	21
<b>C</b>	14	26.9%	25	24.0%	39
<b>D</b>	20	38.5%	18	17.3%	38
	52		104		156

The Support staff workforce is made up of 33% male and 67% female

Of the male support staff population:

- 21% are in Band A, 14% are in Band B, 27% are in Band C, 38% are in Band D

Of the female support staff population:

- 45% are in Band A, 14% are in Band B, 24% are in Band C, 17% are in Band D

Of the total support staff workforce:

- 37% are in Band A, 14% are in Band B, 25% are in Band C, 24% are in Band D

**Table B – Mean Gender Pay Gap**

Gender Pay - April 2022					
Mean Salary Calculation					
No of Females		104	No of Males		52
Mean gross hrly rate	<b>B</b>	12.68	Mean gross hrly rate	<b>A</b>	14.28
Mean gender pay gap	(A-B)/A*100		11		

11% is the mean gender pay gap which means that an average female earns 11% less to that of an average male.

**Table C – Median Gender Pay Gap**

Gender Pay - April 2022					
Median Salary Calculation					
No of Females		104	No of Males		52
Median hourly rate	<b>B</b>	9.88	Median hourly rate	<b>A</b>	12.79
Median gender pay gap	(A-B)/A*100		23		

23% is the median gender pay gap which means that an average female earns 23% less to that of an average male.

### **Comparison Year on Year**

	Total Workforce					
	Quartiles %				Mean %	Median %
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>		
<b>2022</b>	26	24	27	23	16	33
<b>2021</b>	26	25	25	24	10	20
<b>2020</b>	25	23	27	25	13	25
<b>2019</b>	27	23	23	27	12	24
<b>2018</b>	26	22	27	25	17	26
<b>2017</b>	25	25	22	28	13	19

	Teaching Staff					
	Quartiles %				Mean %	Median %
	A	B	C	D		
2022	42	11	21	26	8	9
2021	42	13	19	26	8	8
2020	39	17	31	13	7	5
2019	43	19	23	26	9	9
2018	14	31	17	38	8	10
2017	18	27	23	32	8	3

	Support Staff					
	Quartiles %				Mean %	Median %
	A	B	C	D		
2022	37	14	25	24	11	23
2021	32	17	26	26	7	21
2020	30	17	24	29	-3	19
2019	31	19	23	26	4	12
2018	32	21	27	19	19	19
2017	32	18	30	20	9	15

### Summary

Whilst it may cause concern to see an increase in the overall gender pay gap, the data supports the conclusion 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.

Bradford Grammar School continues to take steps to promote gender pay 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 to all employees
- Reviewing its Pay Policy on a regular basis
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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.



**Simon Hinchliffe**  
Headmaster  
February 2023