



BROMSGROVE SCHOOL  
GENDER PAY GAP REPORT  
2019



## INTRODUCTION

Bromsgrove School is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities.

Bromsgrove School values all employees and recognises that the academic achievements of our pupils are very dependent on the quality, experience and motivation of our staff. When developing the strategy and policies for the School, the Governors and Executive continually aim to respect the staff, to value differences and to promote individual development.

The School endeavours to ensure that all staff are fairly paid and operates an Equal Pay Policy with regard to both the academic and support staff.

## CONTEXTUAL INFORMATION

It is important to recognise that equal pay does not necessarily equate to a low gender pay gap.

Equal pay relates to men and women carrying out similar roles earning the same pay. At Bromsgrove School, all teachers are paid on the same teaching pay scale which means that there is no distinction in pay between a male or female teacher. Similarly, within the Support Staff, comparable roles are equally paid, for example, a member of the housekeeping team is paid the same hourly rate as a member of the caretaking team.

The gender pay gap reports the difference in average pay between men and women, regardless of the role that they undertake within the School.

At Bromsgrove School, 68% of our staff are female and 32% are male. Many of our support staff roles are attractive to women as we are able to offer term-time and part-time opportunities. In addition, whilst we always offer all roles to both genders, many of the roles involving pastoral care and support for young children are fulfilled by women.

In accordance with the reporting requirements, we report overleaf the mean gender pay gap and the median pay gap. However, we have also decided to provide further analysis of our quartiles gender pay data in order that we can provide further clarity.

We are pleased to report that the gender profile of the upper quartile which includes senior roles within the organisation is 54% female and 46% male.

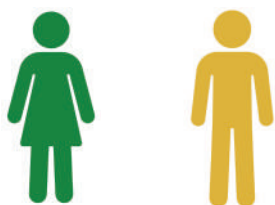
This analysis also shows that there are no significant pay gaps within each of the quartiles.



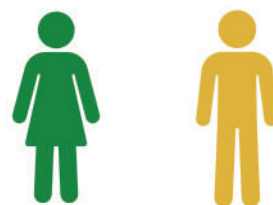
## OUR DATA

Our gender pay data is based on calculations for our workforce as a whole. For the purpose of the calculations, the School's workforce was 670 with a gender profile which is 68% female and 32% male. A further point of interest is that the workforce comprises of 41% full time and 59% part time or term time employees.

The mean and median gender pay gap is based on an hourly rate of pay calculated on a snapshot of all relevant employees as at March 2018, including both full time and part time employees.



Mean gender pay gap is 22.2%  
(previous year 24.5%)



Median gender pay gap is 50.8%  
(previous year 54.0%)

The mean and median bonus gender pay gap and the proportion of men and women receiving a bonus payment as reported below. The School does not usually pay bonuses and these have been paid to six employees due to exceptional circumstances in the year.

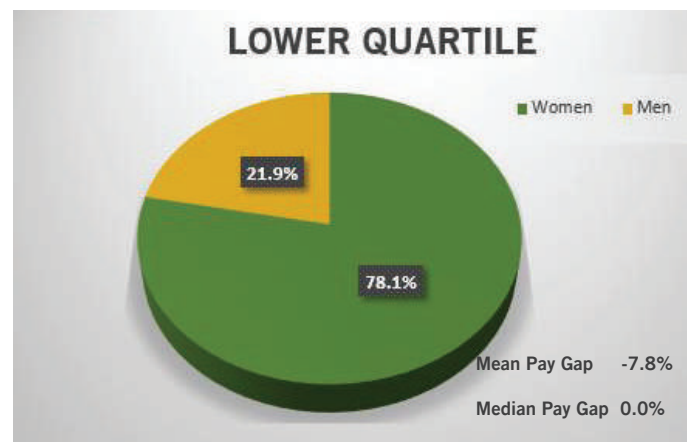
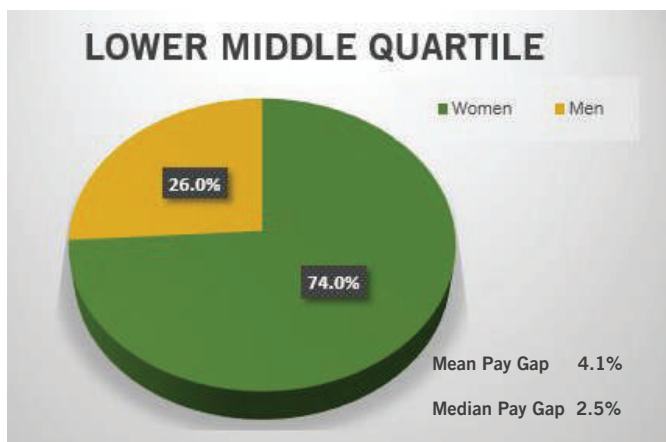
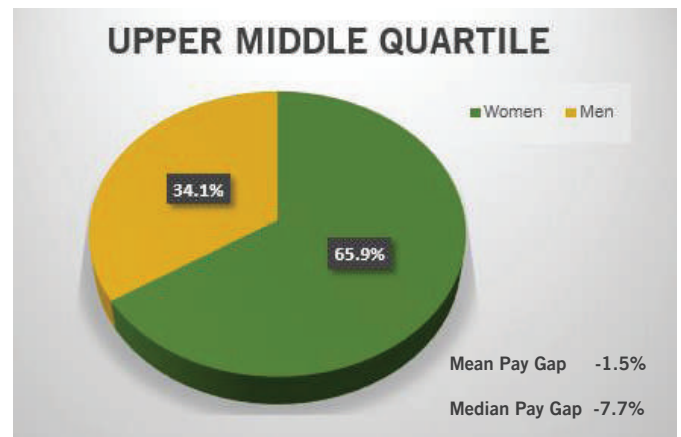
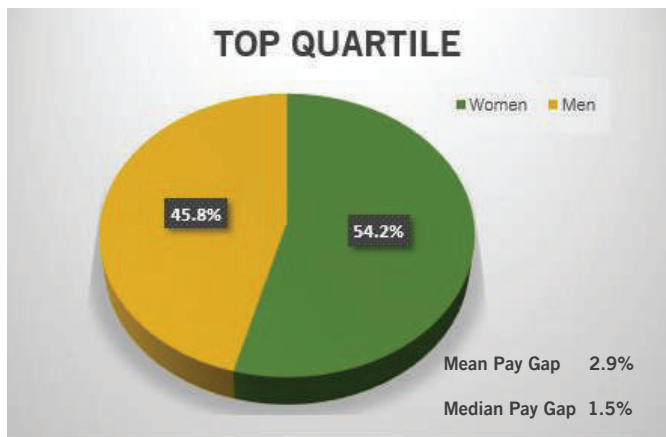
- mean bonus gender pay gap is 65.0%
- median bonus gender pay gap is 75.0%
- proportion of men receiving a bonus is 0.5% (one employee)
- proportion of women receiving a bonus is 1.1% (five employees)

## PAY BAND QUARTILES

In the infographics below, we show the proportion of men and women in each quartile pay band and the mean and median pay gaps by quartile.

Each quartile is calculated by ranking by pay and then dividing the workforce into four equal parts. At Bromsgrove, this equates to 167 employees per quartile. To gain a better understanding of our gender pay gap, we undertook further analysis of each quartile.

### PERCENTAGE OF MEN AND WOMEN IN EACH QUARTILE



This analysis shows that there are no significant pay gaps within each quartile.

A positive gap means that the male mean/median is higher than the female equivalent (top and lower middle). A negative gap means that the female mean/median is higher than the male equivalent (upper middle and lower quartile).

The lower quartile includes the apprentices and gap students employed by the School. Whilst the gender profile of these employees is fairly even, the proportion of male apprentices and gap students to the overall number of male employees within the quartile is higher than the female proportion. This is reflected in the male mean pay being lower than the female mean pay resulting in a negative pay gap of 7.8%. However, it should be noted that there is no difference in the median pay. This reflects the School's equal pay policy with regard to members of the Support Staff in such departments as Housekeeping, Caretaking and Transport.

The upper quartile includes all members of the Executive and Senior Management Teams of the four Schools. It also includes members of the academic staff, many of whom assume additional management responsibilities such as Boarding House Parents and Heads of Academic Departments. The gender profile of the staff within this upper quartile is 54% female and 46% male. The gap in mean pay is low at 2.9% reflecting the high number of women employed in senior roles in the School, and it is pleasing to note that it has reduced from 3.7% in the previous year.



[www.bromsgrove-school.co.uk](http://www.bromsgrove-school.co.uk)