

Gender Pay Gap Report

April 2022

Gender Pay Gap Report 2022

Bedaless School is required by law to publish an annual gender pay gap report and the school welcomes the opportunity to report annually on its gender pay gap, as we are keen to play a role in real gender equality and inclusion.

This is our sixth gender pay report, enabling a comparison with data from 2017 through to 2022. This report covers the period 6 April 2021 to 5 April 2022.

The mean pay gap on 5 April 2022 was 3% and our median pay gap was 25.9%. This compares our mean pay gap of 16% and our median pay gap of 39.5% on 5 April 2021. This shows a decrease of 13% on our mean pay gap influenced by an increase in the number of male staff in the lower income quartile, where historically female staff members have occupied over 80% of the roles, and a slight increase in the number of females staff in the lower middle-income quartile. In addition there was no pay difference between male and female staff within the upper middle pay quartile. In our 2017 report our mean pay gap was 17.7% and our median pay gap was 37.87%, we have therefore seen an improvement of 14.7% and 11.97% respectively, over the last 6-year period.

Since 5 April 2021, we have seen an 11% increase in the number of male colleagues in the lower income quartile, a 2% increase in the number of female staff in the lower middle income quartile, a reduction of female staff by 4% in the upper middle quartile and a reduction in the upper income quartile.

Understanding the gender pay gap

The gender pay gap measures the difference between men and women's earnings at Bedales School by expressing women's average pay as a percentage of men's average pay.

Gender pay gap is different to equal pay. Equal pay refers to the differences in pay between men and women who carry out 'like work' – work that is broadly similar; work rated as equivalent under a job evaluation scheme, or work found to be of equal value in terms of effort, skill or decision making. A gender pay gap shows the difference in average pay between men and women, regardless of grade.

The Bedales School Gender Pay Gap report includes all posts across the Three Schools.

Our data

On 5 April 2022, the school's workforce was 398 permanent or fixed term employees with a gender profile of 250 females to 148 men, which is:

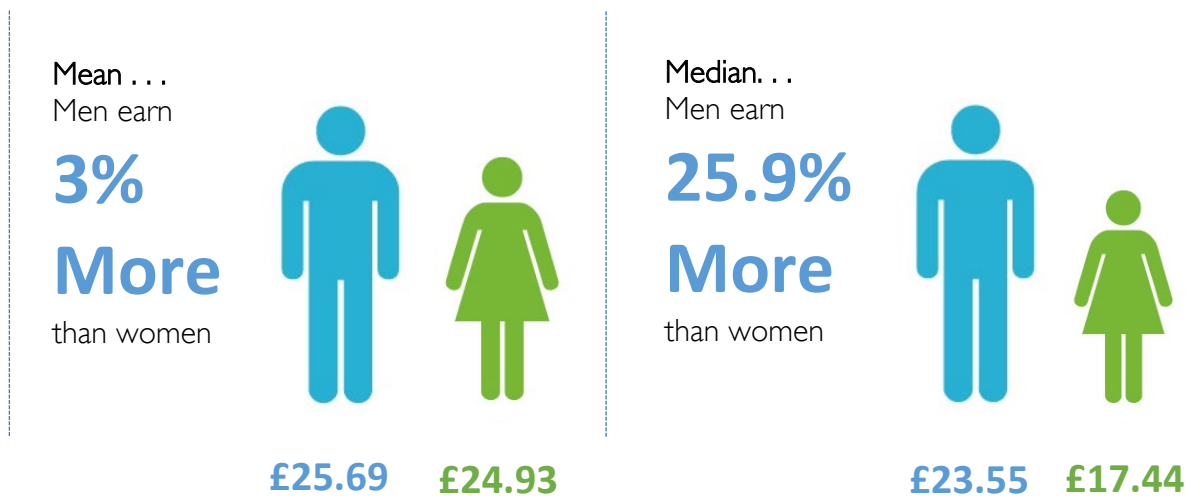
63% Women



37% Men



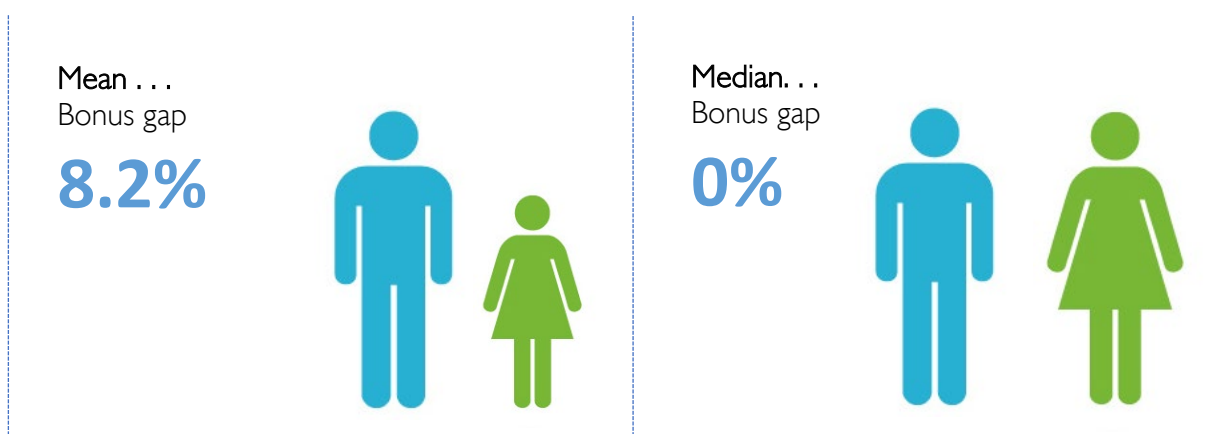
Earnings



The mean and median gender pay gap based on an hourly rate of pay calculated in accordance with the regulations:

- A larger proportion of female staff are in part time and/or term time only work than male colleagues.
- The school offers more opportunities for staff looking to work "school friendly" hours, such as term time only roles, than other employers and there is a female gender bias from individuals seeking these opportunities.
- The school employs a significantly higher number of females than males. 63.5% of our staff are women, this percentage grew by 0.5% during the reporting period. Of that 63.5%, over 53% are employed within the lower middle-income quartile and the lower income quartile and this is where the growth occurred. Employment of women within the upper middle and upper quartiles decreased by 16% during the reporting period.
- 54% of male staff are concentrated in the upper pay quartiles influencing the higher median pay gap percentage.
- There was a growth in the percentage of males employed in the upper middle-income quartile, with the two most senior positions in the school being held by men.

Bonus



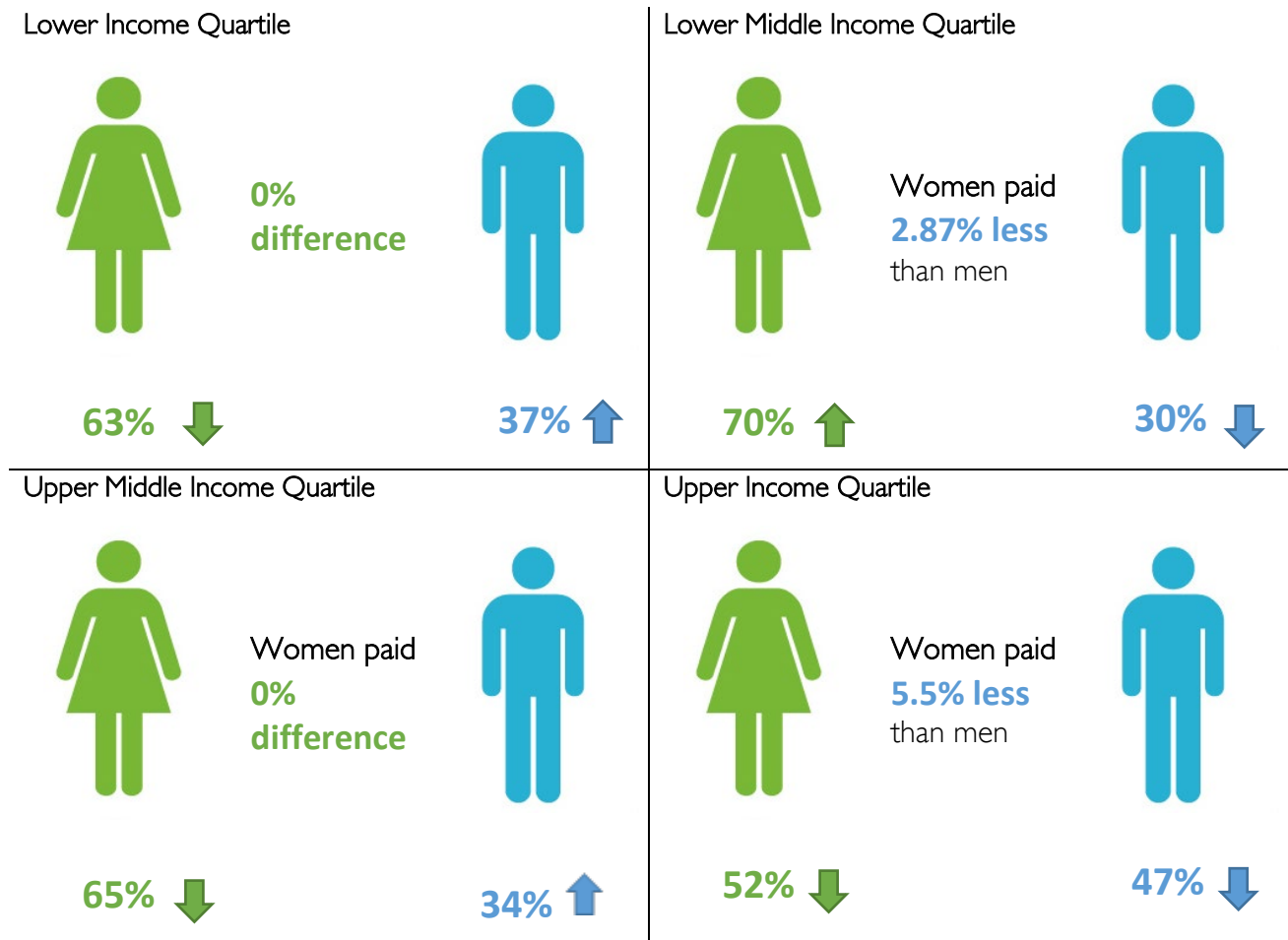
Proportion of men receiving a bonus **14.2%**

Proportion of women receiving a bonus **20.0%**

The mean pay gap bonus shrank by 7.4% from the prior reporting period, with the median bonus gap remaining the same.

Pay band quartiles 2022

The proportion of men and women in each quartile pay band.



Our action plan

Bedaes School is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

We believe the gender pay gap is the result of the largest proportion of roles employed within the school resting in the lower and lower middle quartiles. These are largely unskilled and semi-skilled work, attracting a lower pay rate, offering the largest opportunity of flexible working contracts and which traditionally attract more women.

Regardless of gender, all our hourly paid staff are paid the same hourly rate and premium hourly rate. The pay for all other posts is regulated within set salary scales based on the roles and responsibilities of the post and not the gender of the person.

The school is implementing the 5-year plan, first initiated in 2022, which has a clear goal to support and help our staff by providing them with the flexibility, skills and rewards to progress and develop and achieve their ambitions.

In particular the school will continue to:

- Review, and where possible, offer part time working arrangements as an alternative to fulltime working and will consider job sharing if practicable.
- Actively promote the uptake of Shared Parental Leave.
- Provide active support for flexible working for women returning to work following maternity or adoption leave.
- Actively recruit more apprentices and graduate teachers to increase the number of employees at the middle grades who want to develop a career.
- Take steps to ensure that our recruitment and selection processes are without bias using gender neutral language in our job descriptions, ensuring adverts are placed in a diverse range of on-line communication channels; explicitly stating flexible working options in adverts such as part-time working, job share arrangements etc.; using skills-based test where tests are to be used; including women in shortlists where possible; reinforcing transparency in promotion, pay and reward processes.
- Review pay and progression opportunities for support staff.
- Monitor starting salaries to ensure fairness and consistency across gender and challenge inappropriate decisions.
- Actively support and encourage women to apply for management and leadership vacancies.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Stephen Nokes
Chair of Governors