



Wakefield Grammar School Foundation

GENDER PAY GAP REPORTING – FOR APRIL 2020

This is the second year of Gender Pay Gap Reporting in line with the Equality Act 2010, where from April 2018 employers with 250 or more employees must publish specific figures about their gender pay gap, i.e. the difference between the average hourly rate of men and women.

This is different to 'Equal Pay' which looks at the difference in the pay between a man and a woman who carry out the same or similar job.

The following gender pay gap calculations are based on pay which employees received in **April 2020**.

- The difference in mean pay between genders = 20.55%
- The difference in median pay between genders = 38.26%
- The difference in mean bonus payments between genders = N/A
- The difference in median bonus payments between genders = N/A
- The proportion of men in the workforce that received a bonus = N/A
- The proportion of women in the workforce that received a bonus = N/A

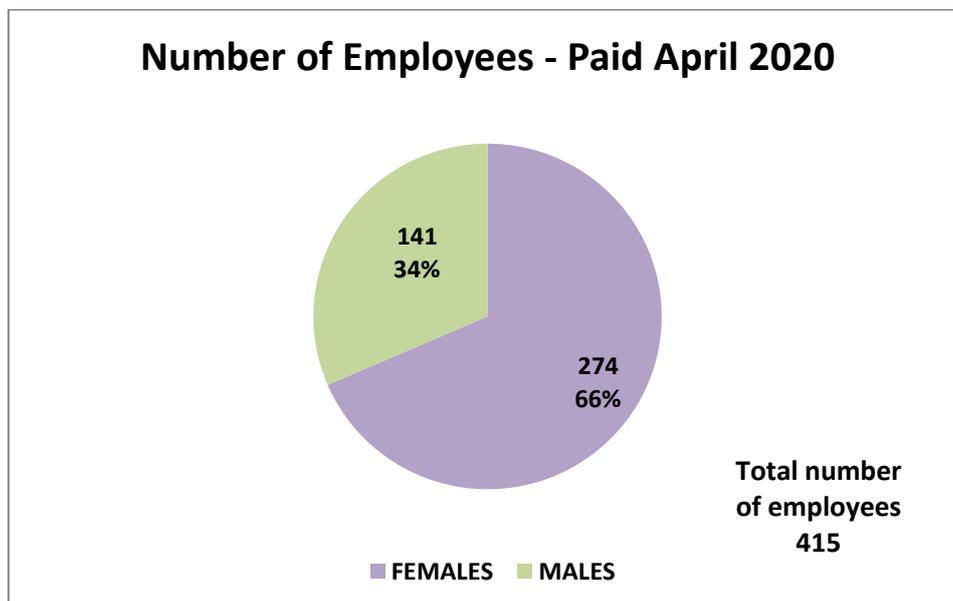
The regulations require the mean and median to be calculated based upon an individual's hourly rate of pay.

The 'mean' provides the 'average' figure, where the female and male hourly rates are all added together and then divided by the number of female and male staff respectively.

By contrast the 'median' is the middle value in any list of numbers. If all staff lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the hourly pay of the female in the middle of their line and the hourly pay of the male in the middle of their line.

The proportion of males and females in each quartile pay band

Based upon the April 2020 payroll 415 employees were paid.



Employees were ranked in order of their pay from lowest to highest, and this range was then divided into 4 equal groups, each containing either 103 or 104 colleagues, in order to show the gender profile across the Foundation.

The number of men and women in each quartile of the pay range is as follows:

Pay Quartiles Split by Males & Females

	Males	Females
Lower	13%	87%
Lower Middle	35%	65%
Upper Middle	38%	62%
Upper	50%	50%

	Number of Males	Number of Females
Lower	14	90
Lower Middle	36	68
Upper Middle	40	64
Upper	51	52

The pay quartiles show there is a significant number of females in the lower quartiles. However, at the upper middle quartile female colleagues are heavily represented and in the upper quartile male and female colleagues are nearly equal.

The Foundation aims to ensure salary levels are attractive and they are set according to affordability. Payscale are published annually for teaching (based upon national guidelines) and support staff. The Foundation operates automatic pay progression for teaching and support staff and in addition, teachers are paid allowances for additional responsibilities. Support staff job roles are paid according to a job evaluation scheme. Men and women who carry out the same job, similar jobs, or work of equal value are paid the same.

Bonus payments are not given at the Foundation.

The Foundation remains committed to fair and equitable remuneration and reward and this will continue to be a fundamental element of all of our policies.

I confirm the data reported is accurate.



Laurence Perry
Director of Finance & Operations

5TH August 2021