



## Gender Pay Gap Report 2022

### Background

The gender pay gap report shows the difference in the average earnings between all men and women in an organisation. The mean gender pay gap is the difference between the mean hourly rate of pay of male employees and that of female employees. The median gender pay gap is the difference between the median hourly rate of pay of male employees and that of female employees. The gender pay gap should not be confused with equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work.

### Our data

	Overall		Teaching		Support		
The mean gender pay gap is	24.29%		13.49%		16.7%		
The median gender pay gap is	34.87%		19.85%		14.0%		
The mean bonus gender pay gap is	0%		0%		0%		
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The proportion of males receiving a bonus payment is	0.2%		0%		0.2%		
The proportion of females receiving a bonus payment is	0%		0%		0.4%		
The percentage of males and females in each quartile pay band is:	Female	Male	Female	Male	Female	Male	
Lower Quartile	75%	25%	78%	22%	75%	25%	
Lower Middle Quartile	61%	39%	56%	44%	62%	38%	
Upper Middle Quartile	61%	39%	57%	43%	74%	26%	
Upper Quartile	38%	62%	36%	64%	46%	54%	
Gender Profile	Proportion	41%	59%	52%	48%	32%	68%
	Actual Numbers	166	237	94	86	72	151
	Totals	403		180		223	

## **Commentary**

In the same way as previous years, detailed analysis of the teaching and support sectors of the workforce indicates a complex picture.

It remains that there are fewer women from the teaching body in managerial positions in the upper quartiles and a great desire for women teachers to request part time or more flexible working than their male counterparts. In the support functions, the lower quartile continues to be dominated by part time, term time and flexible working roles that appeal to those with family caring responsibilities outside of the workplace. Within society in general, it remains women who bear the burden of family caring responsibilities and this heavily influences our statistics. There is also still a significantly wider breadth of hourly rates across different roles.

As the figures show, there is not a significant bonus culture in the organisation and two bonuses were paid to the same man in 2022, in recognition of targets achieved in 2020/21 and 2021/22. It should be noted the 2020/21 bonus was paid late due to the pandemic resulting in both being recorded in this reporting period.

The School has gender neutral employment policies and pay scales, is committed to equal opportunities, and seeks to eliminate gender bias in considerations for all appointments, paying particularly close attention to senior roles. The figures over time are in part a reflection of the stability of the workforce.

The Council of Christ's Hospital, the School's governing body, has committed to addressing inequality in all its forms and has encouraged the executive to adopt approaches to recruitment, training and progression that will reduce the gender pay gap.

## **Declaration**

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

**Christopher Steane**

*Treasurer and Chairman of the Council of Christ's Hospital*