



Gender Pay Gap Report 2021

Background

From 2017 onwards, legislation requires employers with 250 or more employees to publicly report on their gender pay gap in a number of different ways: the mean and median gender pay gap; the mean and median gender bonus gap; the proportion of men and women who received a bonus, and the number of men and women according to quartile pay bands.

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		28.68%		16.15%		23.5%	
The median gender pay gap is		30.97%		14.47%		9.2%	
The mean bonus gender pay gap is		0%		0%		0%	
The median bonus gender pay gap is		0%		0%		0%	
The proportion of males receiving a bonus payment is		0.0%		0%		0.0%	
The proportion of females receiving a bonus payment is		0.4%		0%		0.4%	
The percentage of males and females in each quartile pay band is:		Female	Male	Female	Male	Female	Male
Lower Quartile		77%	23%	63%	38%	78%	22%
Lower Middle Quartile		70%	30%	50%	50%	71%	29%
Upper Middle Quartile		57%	43%	57%	43%	57%	43%
Upper Quartile		38%	62%	37%	63%	47%	53%
Gender Profile	Proportion	61%	39%	46%	54%	69%	31%
	Actual Numbers	220	143	62	72	159	71
	Totals	363		133		230	

Commentary

In the same way as last year, detailed analysis of the teaching and support sectors of the workforce indicates a complex picture. The numbers are impacted by 60 staff who were furloughed during the pay reference period as part of the government's Coronavirus Job Retention Scheme (CRJS)

Within the teaching body, the mean pay gap is slightly above and the median pay gap is slightly below the national average gender pay gap (15.4%) but below the national average for teaching (18%), indicating a relatively small gender pay gap. It remains that there are fewer women from the teaching body in managerial positions in the upper quartiles.

In the support functions, there are two main factors that influence the figures. 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. The number of support staff increased in the lower quartile during the reference period due to the additional staff employed to support the school's re-opening in March 2021 following the first Coronavirus lockdown. The additional staff, the majority of whom were women, were employed in cleaning and lateral flow testing. Within society in general, it is women that bear the burden of family caring responsibilities and this heavily influences our statistics. The second factor is the significantly wider breadth of hourly rates across different roles.

As a combined picture, the key factors are the predominance of women working in roles clustered in the lower quartile and the gender imbalance at senior management level which has not changed since the previous report.

As the figures indicate, there is not a significant bonus culture in the organisation and only one bonus was paid during 2021, to a woman, in recognition of a specific piece of work.

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