



## Gender Pay Gap Report 2023

### 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

		All Staff		Teaching		Support	
The mean gender pay gap is		20.55%		13.82%		5.7%	
The median gender pay gap is		37.53%		12.93%		2.5%	
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		0.2%		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:		Male	Female	Male	Female	Male	Female
Lower Quartile		32%	68%	23%	77%	33%	67%
Lower Middle Quartile		35%	65%	57%	43%	33%	67%
Upper Middle Quartile		33%	67%	41%	59%	24%	76%
Upper Quartile		59%	41%	61%	39%	46%	54%
Gender Profile	Proportion	40%	60%	51%	49%	32%	68%
	Actual Numbers	165	252	85	81	80	171
	Totals	417		166		251	

## **Commentary**

In the same way as previous years, detailed analysis of the teaching and support sectors of the workforce indicates a complex picture. Whilst the mean gender pay gap has decreased since 2022, the median gender pay gap has increased slightly. This is due to our approach to equal pay which means a significant number of staff earned the same amount on the reference date and therefore the ranking shifts more from year to year. The mean figure gives a clearer picture.

It remains that there are fewer women from the teaching body in managerial positions in the upper quartiles, although this is increasing 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. Although more women have been appointed in the upper mid and upper quartiles, this has not made a significant difference overall to the figures though when analysed by teaching and support function, the gender pay gap has reduced on both sides.

As the figures show, there is not a significant bonus culture in the organisation and one bonus was paid to a man in 2023, in recognition of targets achieved in 2022-23.

The School has gender neutral employment policies and pay scales, is committed to equal opportunities, and looks 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 Chair of the Council of Christ's Hospital*