

GENDER PAY REPORTING STATEMENT; APRIL 2020



Stockport Grammar School is committed to providing a fair working environment for all staff. The School does not discriminate on the rate of pay between male and female staff for the same role and the School is committed to ensuring that all staff are paid an appropriate rate of pay for the work that they do.

Teaching staff are remunerated on an incremental scale that rewards them for their professional performance, wider contribution to the life of the School and their level of experience. Pay for Associate Staff is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. Male and female staff at the school are treated equally on appointment and throughout their careers at the School.

In line with all other organisations who employ more than 250 staff, Stockport Grammar School is required to publish their gender pay gap data. The gender pay gap shows the difference between the average earnings of men and women which is expressed as a percentage of men's earnings. This requirement comes from the Equality Act (Gender Pay Gap Information) Regulations 2017 with the next period for reporting being 5th April 2020.

The School is required to analyse and report on the average rate of pay for its male and female staff, providing the following information. At the snapshot date there were 201 female staff and 76 male staff. 72% of our employees were female and our Senior School Senior Management Team was 50% female.

Mean Gender Pay Gap

Using the mean average pay, female employees were paid 20.81% less than male employees

Median Gender Pay Gap

Using the median average pay, female employees were paid 31.16% less than male employees

The percentage of males and females in each quartile pay band is;

Quartile	Female	Number	Male	Number
1st	56.52%	39	43.48%	30
2nd	72.46%	50	27.54%	19
3rd	72.46%	50	27.54%	19
4th	88.57%	70	11.43%	8

There were no bonus payments. The recorded figures are affected by staff for whom salary sacrifice arrangements are in place for the payment of school fees and for the receipt of childcare vouchers.

The School believes therefore that the gap in pay detailed reflects the nature of the School's workforce which includes a mix of hourly paid and salaried staff and that some staff are employed on a term time basis only. The gender gap is driven by the under-representation of men in the lower quartile roles rather than a differential in pay for the same role undertaken by different genders. The School will continue to review rates of pay to ensure that they are unbiased and reflect the pay for similar roles in the wider market.

I confirm that the data reported is true and accurate.

Christopher Dunn
Chairman of Governors