

GENDER PAY REPORTING STATEMENT; APRIL 2021



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 2021.

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 203 female staff and 77 male staff. 72.5% of our employees were female and our Senior School Senior Management Team was 63% female.

Mean Gender Pay Gap

Using the mean average pay, female employees were paid 21.37% less than male employees

Median Gender Pay Gap

Using the median average pay, female employees were paid 30.24% less than male employees

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

Quartile	Female %	Number	Male %	Number
1st	64.3	45	35.7	25
2nd	65.7	46	34.3	24
3rd	77.1	54	22.9	16
4th	82.9	58	17.1	12

There were no bonus payments. The recorded figures are affected by staff for whom salary sacrifice arrangements are in place 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

Employees Employed on Snapshot Date	
Male	86
Female	237
Total	323

Pay Relevant Employees Employed on Snapshot Date	
Male	77
Female	203
Total	280

Pay Relevant Employees - Summary	
Total Weekly Hours	8,615.47
Total Weekly Pay	165,734.60
Standard Hourly Rate	19.2369

Mean Pay Gap	
Mean Male Hourly Rate	21.3100
Mean Female Hourly Rate	16.7569
Mean Gender Pay Gap (%)	21.37

Median Pay Gap	
Median Male	22.4345
Median Female	15.6496
Median Gender Pay Gap (%)	30.24

Pay Quartiles	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	25	35.71	45	64.29	70	100.00
Upper Middle Quartile	24	34.29	46	65.71	70	100.00
Lower Middle Quartile	16	22.86	54	77.14	70	100.00
Lower Quartile	12	17.14	58	82.86	70	100.00
Total	77		203		280	