



GENDER PAY REPORTING STATEMENT; APRIL 2023

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 2023.

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 192 female staff and 68 male staff. 74% of our employees were female and our Senior School Senior Management Team was 67% female.

Mean Gender Pay Gap

Using the mean average pay, female employees were paid 21.74% less than male employees

Median Gender Pay Gap

Using the median average pay, female employees were paid 31.97% less than male employees

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

Quartile	Female	Number	Male	Number
1st	60.00%	39	40.00%	26
2nd	69.23%	45	30.77%	20
3rd	73.85%	48	26.15%	17
4th	92.31%	60	7.69%	5

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.

Jonathan M R Lee
Chairman of Governors



FOUNDED IN 1487

Employees Employed on Snapshot Date	
Male	91
Female	233
Total	324

Pay Relevant Employees Employed on Snapshot Date	
Male	68
Female	192
Total	260

Pay Relevant Employees - Summary	
Total Weekly Hours	8,006.87
Total Weekly Pay	161,398.46
Standard Hourly Rate	20.1575

Mean Pay Gap	
Mean Male Hourly Rate	22.9282
Mean Female Hourly Rate	17.9428
Mean Gender Pay Gap (%)	21.74

Median Pay Gap	
Median Male	23.9746
Median Female	16.3095
Median Gender Pay Gap (%)	31.97

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	26	40.00	39	60.00	65	100.00
Upper Middle Quartile	20	30.77	45	69.23	65	100.00
Lower Middle Quartile	17	26.15	48	73.85	65	100.00
Lower Quartile	5	7.69	60	92.31	65	100.00
Total	68		192		260	