

## Dorothy Stringer School Gender Pay Gap Data March 2022 for March 2023 publication

### 1.1 Overview of details

**Headcount 259. Contracts 300. Workforce gender split Female 64%, Male 36%.**  
 224 contracted roles held, 76 casual roles. Quartile contract Split: 4 x 75 headcount per quartile  
*NB employees on less than full pay have been excluded from the reporting data as per reporting regulation requirements (headcount 3).*

Pay Quartile	% MALE in Quartile	% FEMALE in quartile	% Male Quartile Variance '22 to '20	% Female Quartile Variance '20 to '22
Lower Quartile	40.0%	60.0%	<b>+ 15.8% increase</b>	<b>-15.8% decrease</b>
Lower Middle Quartile	33.3%	66.7%	+ 1.5% increase	-1.5% decrease
Upper Middle Quartile	32.0%	68.0%	<b>-4.4% decrease</b>	<b>+ 4.4% increase</b>
Upper Quartile	41.3%	58.7%	+ 0.4% increase	-0.4% decrease

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female	<b>Mean % Pay Gap</b>	Male	Female	<b>Median % Pay Gap</b>
	Hourly Rate £	Hourly Rate £		Hourly Rate	Hourly Rate	
Dorothy Stringer	£26.76	£24.96	<b>6.7%</b>	£17.00	£17.00	<b>0.0%</b>
Variance between 2022 & 2020 data	-£1.60	+£1.24	- 9.6%	-£6.31	+£3.36	-41.5%

**1.2** The median hourly rate for the average male earnings is £17.00, this is the same value for the female hourly rate, this results in a 0% gender pay gap. This means there is no pay gap between the median average earnings of male and female staff. This is a 41.5% decrease in the pay gap between reporting years (2022 to 2020). The mean hourly rate for the average male earnings is £26.76, the

median female hourly rate is £24.96, this results in a 6.7% mean gender pay gap. The mean gender pay gap has increased by 9.6% between reporting years from 16.4% to 6.7%. This means on average the earnings of male staff are 6.7% more than female staff. The % of male staff within the workforce increased by 3%. **Teaching staff make up 42% of all roles held, 58% of roles held are non-teaching staff.**

**1.3** Analysing the gender pay gap for non-teaching staff and teaching staff separately shows there is a lower gender pay gap between the staff within these significantly different paid groups of staff.

- The median gap between non-teaching staff is 0%, this means, based on the median hourly rate, there is no pay gap between the average earnings of male and female staff. This is a 10.3% decrease in the pay gap between reporting years 2022 & 2020.
- The median gap between teaching staff is 1.4%, this means, based on the median hourly rate, the average earnings of male teaching staff is 1.4% more than those for female teaching staff. This is a 0.4% increase in the pay gap between reporting years 2022 & 2022.

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female		Male	Female	
	Hourly Rate £	Hourly Rate £	<b>Mean % Pay Gap</b>	Hourly Rate	Hourly Rate	<b>Median % Pay Gap</b>
Non-Teaching Staff	£12.38	£12.26	<b>1.0%</b>	£10.39	£10.39	<b>0.0%</b>
Teaching Staff	£46.02	£43.19	<b>6.2%</b>	£44.48	£42.89	<b>1.4%</b>

**1.4 Pay awards** were applied between reporting years as well as employee increments within pay grades. NJC (National Joint Council) Pay terms and conditions received a 1.75% pay uplift. All Teacher pay scales were frozen to 2020 rates except the unqualified teacher range, which had a £250 pay uplift on first three points.

**1.5 Teaching staff gender proportion on Basic Pay scales:**

- Leadership role gender split (headcount 11), a 15% increase for male postholders compared to the previous reporting year of 2020, with 82% (9 headcount) male, 33% (2) female. Overall, 7% of all male employed staff are on Leadership grades, and 1% of all female staff.

- Teachers Upper Scale, 6% change and increase for female staff, with 30% male and 70% female. The previous reporting year saw a split of 36/64 respectively. Overall, 29% of all female staff are on the Teachers Upper pay scale, 22% of all male staff. The decrease of male staff on this pay grade contributes to the reduction of the mean and median pay gap.
- Teachers Main Pay scale, 2% increase of male post holders 42% male and 58% female. Overall 13% of all male staff are on the Teachers Main pay scale, 10% of all female staff.
- Unqualified Teacher Pay scale no change with 100% female

## **1.6 Non-Teaching proportion on Basic Pay scales**

- 38% of all support staff on the lower to middle pay scales (£18,328.21 - £24,920 p.a.) are male, and 62% female. This is a 7% decrease in the number of female employees on the lower to middle grades compared to the previous reported period data 31% male, 69% female.
- 29% of all support staff on upper pay scales (£25,927 - £ 59,503p.a.) are male and 71% are female. This is a 3% change to previously reported figures 26%/74%.
- The main reason for the significant change in the median gender pay gap this year is the increase in male staff on the lower Scale 3 pay grade. Fifteen % of male staff are employed in Scale 3 roles, and 21% of all female staff. This is a 7% increase for male staff, and a 4% decrease for female staff.

## **1.7 Summary**

In summary, due to the headcount increase of male staff on scale 3, this lowers the overall male average earnings used to calculate the mean and median hourly rates. The increased headcount of female staff on the Teachers upper pay scales, results in an increase of average earnings for female staff. The result of both these elements is a decrease in the overall mean and median pay gaps.

## 1.8 Dorothy Stringer School Gender Pay Gap Data March 2022 to Publish March 2023

<b>Data to Publish</b>	<b>%</b>
Mean gender pay gap	6.7%
Median gender pay gap	0.00%
Mean bonus gender pay gap (no bonus pay to report)	0
Median bonus gender pay gap (no bonus pay to report)	0
Proportion of Males receiving a bonus (no bonus pay)	0
Proportion of Females receiving a bonus (no bonus pay)	0
Proportion Male Lower Quartile	40.0%
Proportion Female Lower Quartile	60.0%
Proportion Male Lower Middle Quartile	33.3%
Proportion Female Lower Middle Quartile	66.7%
Proportion Male Upper Middle Quartile	32.0%
Proportion Female Upper Middle Quartile	68.0%
Proportion Male Top Quartile	41.3%
Proportion Female Top Quartile	58.7%

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