

Dorothy Stringer School Gender Pay Gap Data March 2023 for March 2024 publication

1.1 Overview of details

Headcount 286. Contracts 326. Workforce gender split Female 65%, Male 35%.
 229 contracted roles held, 97 casual roles. Quartile contract Split: 2 x 82, 2 x 81 headcount per quartile
NB employees on less than full pay have been excluded from the reporting data as per reporting regulation requirements (headcount 10).

Pay Quartile	% MALE in Quartile	% FEMALE in quartile
Lower Quartile	31.7%	68.3%
Lower Middle Quartile	34.1%	65.9%
Upper Middle Quartile	38.3%	61.7%
Upper Quartile	34.6%	65.4%

% Male Quartile Variance '23 to '22	% Female Quartile Variance '23 to '22
+ 8.3% decrease	8.3% Increase
+ 0.8% increase	-0.8% decrease
-6.3% increase	+ 6.3% decrease
+ 6.7% decrease	-6.7% increase

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female	Mean % Pay Gap	Male	Female	Median % Pay Gap
	Hourly Rate £	Hourly Rate £		Hourly Rate	Hourly Rate	
Dorothy Stringer	£27.47	£24.82	9.7%	£18.00	£13.91	22.7%
Variance between 2023 & 2022 data	+£0.71	-£0.14	+3.0%	+£1.00	-£3.09	+22.7%

1.2 The median hourly rate for the average male earnings is £18.00, this is £4.09 higher than the median female hourly rate, this results in a 22.7% gender pay gap. This means there is a significant pay gap between the median average earnings of male and female staff. This is a 22.7% increase in the pay gap between reporting years (2022). The mean hourly rate for the average male earnings is £27.27, the

median female hourly rate is £24.82, this results in a 9.7% mean gender pay gap. The mean gender pay gap has increased by 3% between reporting years from 6.7% to 9.7%. This means on average the earnings of male staff are 9.7% more than female staff. The % of male staff within the workforce increased by 1%. **Teaching staff make up 39% of all roles held, 61% 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 the same as previous years.
- The median gap between teaching staff is 0%, this means, based on the median hourly rate, the average earnings of male teaching staff is the same as the average earnings of female staff. This is a 1.4% decrease in the pay gap between reporting years 2022 & 2023.

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female		Male	Female	
	Hourly Rate £	Hourly Rate £	Mean % Pay Gap	Hourly Rate	Hourly Rate	Median % Pay Gap
Non-Teaching Staff	£13.19	£12.98	1.6%	£12.02	£12.02	0.0%
Teaching Staff	£46.13	£45.33	1.7%	£45.04	£45.04	0.0%

1.4 Pay for NJC (National Joint Council) support staff - the council undertook a low pay review during 2022 and implemented significant retrospective pay increases backdated to 1/01/2022. This included the re-organisation of the lowest 4 pay scale and the removal of our bottom pay scale 1-2. Changes to scale 1-2 were backdated to 1/08/2021. This resulted in between 9.2% and 2% pay increases for employees on the lowest grades. Secondly, the NJC pay award effective April 2022, saw an annual increase of £1,925 on all pay grade points.

Teachers pay award effective 1st September 2022, a 5% uplift to point 6 (the maxima) of the main scale, with tapering increases for points below this, 5% uplifts to the whole of the upper pay range (U1, U2 & U3), all points on the unqualified teacher, leading practitioners pay range and leadership pay range.

1.5 Teaching staff gender proportion on Basic Pay scales:

- Leadership role gender split (headcount 8), a 7% decrease for male postholders compared to the previous reporting year of 2022, with 75% (6 headcount) male, 25% (2) female. Overall, 6% of all male employed staff are on Leadership grades, and 1% of all female staff.
- Teachers Upper Scale, 2% change and increase for female staff, with 28% male and 72% female. The previous reporting year saw a split of 30/70 respectively. Overall, 29% of all female staff are on the Teachers Upper pay scale, 21% of all male staff.
- Teachers Main Pay scale, 6% increase of male post holders 48% male and 52% female. Overall, 19% of all male staff are on the Teachers Main pay scale, 11% of all female staff.
- Unqualified Teacher Pay scale is now 100% male (1) compared to 100% female (1) previously.

1.6 Non-Teaching proportion on Basic Pay scales

- 32% of all support staff on the lower to middle pay scales (£18,328.21 - £24,920 p.a.) are male, and 68% female. This is a 6% increase in the number of female employees on the lower to middle grades compared to the previous reported period data 38% male, 62% female.
- 31% of all support staff on upper pay scales (£25,927 - £ 59,503p.a.) are male and 69% are female. This is a 2% change to previously reported figures 29%/71%.
- The median pay gap significantly increased this year. Although the mean pay gap also increased, it did so by a much smaller amount. This is driven by a significant increase in the number of female staff in the lowest pay quartile, from 45 in 2022 (60%) to 58 in 2023 (68.3%).

1.7 Summary

In summary, the increase in female staff from 190 contracts to 213 contracts has fallen mainly into the lower two pay quartiles. This has increased both the median and mean pay gaps, although the significant difference between the upper and lower pay scales reduces the size of the difference for the mean pay gap.

1.8 Dorothy Stringer School Gender Pay Gap Data March 2023 to Publish March 2024

Data to Publish	%
Mean gender pay gap	9.7%
Median gender pay gap	22.7%
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	31.7%
Proportion Female Lower Quartile	68.3%
Proportion Male Lower Middle Quartile	34.1%
Proportion Female Lower Middle Quartile	65.9%
Proportion Male Upper Middle Quartile	38.3%
Proportion Female Upper Middle Quartile	61.7%
Proportion Male Top Quartile	34.6%
Proportion Female Top Quartile	65.4%

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