

Dorothy Stringer School Gender Pay Gap Data March 2024 for March 2025 publication

1.1 Overview of details

Headcount 283. Contracts 316. Workforce gender split Female 67%, Male 33%.
 231 contracted roles held, 85 casual roles. Quartile contract Split: 79 headcount per quartile
NB employees on less than full pay have been excluded from the reporting data as per reporting regulation requirements (headcount 1)

Pay Quartile	% MALE in Quartile	% FEMALE in quartile	% Male Quartile Variance '24 to '23	% Female Quartile Variance '24 to '23
Lower Quartile	29.1%	70.9%	2.6% decrease	2.6% Increase
Lower Middle Quartile	35.4%	64.6%	1.3% increase	1.3% decrease
Upper Middle Quartile	34.2%	65.8%	4.1% decrease	4.1% increase
Upper Quartile	35.4%	64.6%	0.8% increase	0.8% decrease

	Mean Hourly Rate			Median Hourly Rate		
	Male	Female		Male	Female	
	Hourly Rate £	Hourly Rate £	Mean % Pay Gap	Hourly Rate	Hourly Rate	Median % Pay Gap
Dorothy Stringer	£29.65	£26.64	10.1%	£16.70	£15.19	9.1%
Variance between 2024 & 2023 data	+£2.18	+1.82	+0.4%	-£1.30	+£1.28	-13.6

1.2 The median hourly rate for the average male earnings is £16.70, this is £1.51 higher than the median female hourly rate, this results in a 9.1% gender pay gap. This means there remains a difference between the median average earnings of male and female staff, with male staff earning more on average. This gap is a 13.6% decrease in the pay gap between reporting years (2023). The mean hourly rate for the average male earnings is £29.65, the median female hourly rate is £26.64, this results in a 10.1% mean gender pay gap. The mean

gender pay gap has increased by 0.4% between reporting years from 9.7% to 10.1%. This means on average the earnings of male staff are 10.1% more than female staff. The % of male staff within the workforce decreased by 2%.

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 the same as the previous year.
- The mean pay gap for non-teaching staff has decreased by 0.7% from 1.6% to 0.9%, and for teaching staff an increase of 2.9% from 1.7% to 4.6%.

	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	£14.70	£14.57	0.9%	£13.24	£13.24	0.0%
Teaching Staff	£50.71	£48.38	4.6%	£47.72	£47.72	0.0%

Teaching staff make up 38% of all roles held, 62% of roles held are non-teaching staff.

1.4 Pay for NJC (National Joint Council) support staff - the 2023-24 NJC pay award for all council staff was implemented in November 2023, and back-dated to April 2023. This awarded council employees the following:

- An increase of **£1,925 on NJC pay points 2-43 inclusive**
- **An increase of 3.88 per cent on pay point 44 and above**

Teachers pay award - effective 1st September 2023, a 6.5% pay increase was awarded to all school teachers.

These awards have seen the mean and median pay of council staff increase, and these changes are reflected in the figures presented above.

1.5 Teaching staff gender proportion on Basic Pay scales:

- Leadership role gender split (headcount 9), a 8% increase for male postholders compared to the previous reporting year of 2022, with 67% (6 headcount) male, 33% (3) female. Overall, 7% of all male employed staff are on Leadership grades, and 2% of all female staff.
- Teachers Upper Scale, 3% change and increase for male staff, with 31% male and 69% female. The previous reporting year saw a split of 28/71 respectively. Overall, 27% of all female staff are on the Teachers Upper pay scale, 25% of all male staff.
- Teachers Main Pay scale, 12% decrease of male post holders 36% male and 64% female. Overall, 13% of all male staff are on the Teachers Main pay scale, 11% of all female staff.
- Unqualified Teacher Pay scale is 100% male (2). Previously it was 100% male (1).

1.6 Non-Teaching proportion on Basic Pay scales

- 32% of all support staff on the lower to middle pay scales (£24,294 - £31,364 p.a.) are male, and 68% female. This is the same as the previous year.

31% of all support staff on upper pay scales (£32,076 - £55,864p.a.) are male and 69% are female. This is the same as the previous year.

1.7 Summary

In summary, whilst the mean pay gap has increased very slightly, the median pay gap has dropped significantly, from 22.7% to 9.1%. This is likely due to an increase in women in the upper-middle quartile of roles from 61.7% to 65.8%

1.8 Dorothy Stringer School Gender Pay Gap Data March 2024 to Publish March 2025

Data to Publish	%
Mean gender pay gap	10.1%
Median gender pay gap	9.1%
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	29.1%
Proportion Female Lower Quartile	70.9%
Proportion Male Lower Middle Quartile	35.4%
Proportion Female Lower Middle Quartile	64.6%
Proportion Male Upper Middle Quartile	34.2%
Proportion Female Upper Middle Quartile	65.8%
Proportion Male Top Quartile	35.4%
Proportion Female Top Quartile	64.6%

**Data prepared by Matt Jackson HR Advisor email matt.jackson@brighton-hove.gov.uk
Lead Consultant Reward & Policy: Laura Rush. email laura.rush@brighton-hove.gov.uk**