

Dorothy Stringer School Gender Pay Gap Data March 2025 for March 2026 publication

1.1 Overview of details

Headcount 284. Contracts 322. Workforce gender split Female 65%, Male 35%.
 233 contracted roles held, 89 casual roles. Quartile contract Split: 80/81 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 '25 to '24 | % Female Quartile Variance '25 to '24 |
|-----------------------|--------------------|----------------------|-------------------------------------|---------------------------------------|
| Lower Quartile | 35.0% | 65.0% | 5.9% increase | 5.9% decrease |
| Lower Middle Quartile | 31.3% | 68.8% | 3.9% increase | 3.9% decrease |
| Upper Middle Quartile | 32.1% | 67.9% | 3.1% decrease | 3.1% increase |
| Upper Quartile | 39.5% | 60.5% | 4.1% increase | 4.1% 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 | £30.25 | £27.26 | 9.9% | £15.77 | £15.58 | 1.2% |
| Variance between 2025 & 2024 data | +£0.60 | +£0.62 | -0.2% | -£0.93 | +£0.40 | -7.9% |

1.2 The median hourly rate for the average male earnings is £15.77, this is £0.19 higher than the median female hourly rate, this results in a 1.2% 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, although this gap has reduced significantly from last year, by 7/9%. The mean hourly rate for the average male earnings is £30.25, the median female hourly rate is £27.26, this results in a 9.9% mean gender pay gap. The mean gender

pay gap has decreased by 0.2% between reporting years, from 10.1% to 9.9%. This implies the mean earnings of male staff are 9.9% more than female staff. The % of male staff within the workforce increased 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 | £15.19 | £15.26 | -0.44% | £13.91 | £13.91 | 0.0% |
| Teaching Staff | £53.18 | £50.93 | 4.22% | £50.34 | £50.34 | 0.0% |

Teaching staff make up 36% of all roles held, 64% of roles held are non-teaching staff.

1.4 Pay for NJC (National Joint Council) support staff - the 2024-25 NJC pay award for all council staff was implemented in November 2024, and back-dated to April 2024. This awarded council employees the following:

- **An increase of £1290 on NJC pay points 2-43**
- **A 2.5% increase for pay points above 43**

Teachers pay award - effective 1st September 2024, a 5.5% 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), with 67% (6 headcount) male, 33% (3) female. This is identical to the previous year. Overall, 6% of all male employed staff are on Leadership grades, and 2% of all female staff.
- Teachers Upper Scale, 2% change and increase for male staff, with 33% male and 67% female. The previous reporting year saw a split of 31/69 respectively. Overall, 24% of all female staff are on the Teachers Upper pay scale, 22% of all male staff.
- Teachers Main Pay scale, 12% decrease of male post holders 35% male and 65% female. Overall, 11% of all male staff are on the Teachers Main pay scale, 11% of all female staff.
- Unqualified Teacher Pay scale is 75% male (3), 25% female (1). Previously it was 100% male (2).

1.6 Non-Teaching proportion on Basic Pay scales

- 31% of all support staff on the lower to middle pay scales (£26,403 - £ 33,699p.a.) are male, and 69% female. This is a 1% increase in male staff from last year.
- 43% of all support staff on upper pay scales (£32,076 - £55,864p.a.) are male and 57% are female. This is a 12% increase in male staff from the previous year.

1.7 Summary

In summary, the mean pay gap has decreased very slightly, from 10.1% to 9.9%. However the median pay gap has decreased sharply, from 9.1% to 1.2%.

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

| Data to Publish | % |
|--|----------|
| Mean gender pay gap | 9.9% |
| Median gender pay gap | 1.2% |
| 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 | 35.0% |
| Proportion Female Lower Quartile | 65.0% |
| Proportion Male Lower Middle Quartile | 31.3% |
| Proportion Female Lower Middle Quartile | 68.8% |
| Proportion Male Upper Middle Quartile | 32.1% |
| Proportion Female Upper Middle Quartile | 67.9% |
| Proportion Male Upper Quartile | 39.5% |
| Proportion Female Upper Quartile | 60.5% |

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