

NORTHAMPTON SCHOOL FOR GIRLS

GENDER PAY GAP REPORT 2018

Northampton School for Girls Academy Trust as an employer is not required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees, but elects to do to reflect our commitment to equal and fair pay for all.

1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 23.5%.

2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 23.9%.

3. Mean and Median Bonus Gap

Northampton School for Girls does not pay bonuses to its employees.

4. The Proportion of males and females in each Quartile Pay Band

	Males	Females
Upper quartile	33	67
Upper middle quartile	14	86
Lower middle quartile	14	86
Lower quartile	6	94

Supporting Statement

Northampton School for Girls is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The overall pay gap reflects workforce composition rather than pay inequalities. For example, when the mean gender pay gap of the extended Senior Leadership Team is considered, there is a gap of -16% i.e. on average, women are paid 16% higher than men.