



STAMFORD ENDOWED SCHOOLS

GENDER PAY REPORT Period Ended April 2020

	April 2020	April 2019
Mean Hourly Rate Gender Pay Gap	15.0%	19.8%
Median Hourly Rate Gender Pay Gap	23.3%	31.3%
Gender Quartile Percentages		
<i>Upper Quartile</i>		
Proportion of Males	43%	44%
Proportion of Females	57%	56%
<i>Upper Middle Quartile</i>		
Proportion of Males	37%	40%
Proportion of Females	63%	60%
<i>Lower Middle Quartile</i>		
Proportion of Males	32%	35%
Proportion of Females	68%	65%
<i>Lower Quartile</i>		
Proportion of Males	22%	18%
Proportion of Females	78%	82%
Bonus Gap	No bonuses are paid	

1. Stamford Endowed Schools firmly believe in equal pay for equal roles and is confident that we pay the same rate of pay for the same role regardless of gender or any protected characteristic.
2. Teaching staff, regardless of gender, are all paid in line with the School's own pay structure which contains incremental points based on experience and responsibility.
3. Professional, non-teaching staff are paid taking account of a number of factors, including comparability against similar roles internally; benchmarking against the wider market; expertise and experience; and level of responsibility. Gender or other protected characteristics are not factors in setting pay for professional staff.

4. Our operations staff are paid an hourly rate based on an evaluation of the role, not the person doing it. Currently, our lowest hourly rate (for staff aged 23 and over) is £9.05 which is 14 pence above the National Minimum Wage.
5. Overall, and in every quartile including the top quartile, we employ more females than males. During the period the School's senior leadership team was made up of three females and three males.
6. Like most of the education sector, the School does have a gender pay gap; albeit the gap has shrunk in the last year. The gap is materially influenced by the lower and lower middle quartiles where we recruit irrespective of gender (or other protected characteristic), but where, for a range of reasons including the flexibility of work patterns that we are able to offer, we attract more female employees.
7. The movement in the year is driven by a slight increase in the number of female staff in the two upper quartiles; these are mainly teaching staff. At the same time, we have seen a slight change in the mix of male and females in the two lower quartiles. As we recruit irrespective of protected characteristic, there was no particular driver for either change, other than the gender of people applying for vacancies as they arose.
8. In terms of future action to address the gender pay gap, the School does not believe affirmative action is required to increase the number of females in senior roles (as can be seen females already account for 57% of the upper quartile roles, and this was a small increase on the prior year).



Signed by Dean White (Bursar) on behalf of the Governing Body

Date: 5th October 2021