

Gender Pay Report

For the Year Ended April 2021

	2021	2020
Mean Hourly Rate Gender Pay Gap	11.8%	15.0%
Median Hourly Rate Gender Pay Gap	18.8%	23.3%
Gender Quartile Percentages		
<i>Upper Quartile</i>		
Proportion of Males is	44%	43%
Proportion of Females is	56%	57%
<i>Upper Middle Quartile</i>		
Proportion of Males is	40%	37%
Proportion of Females is	60%	63%
<i>Lower Middle Quartile</i>		
Proportion of Males is	33%	32%
Proportion of Females is	67%	68%
<i>Lower Quartile</i>		
Proportion of Males is	27%	22%
Proportion of Females is	73%	78%
Bonus Gap	No bonuses are paid	

Narrative

1. The Stamford Endowed Schools believe firmly in equal pay for equal roles and are confident that they pay the same rate for the same role, regardless of gender or any other protected characteristic.
2. Teaching staff, regardless of gender, are all paid according to the School's own salary scale, which contains incremental points based on experience and contribution.
3. Operations and professional roles are paid at a rate appropriate to the evaluation of the role, not the person doing it. Currently, the lowest hourly rate (for staff aged over 25) is £9.05 per hour, which is 14p per hour above the National Living Wage.
4. Overall, and in every quartile, we employ more females than males including, of note, in the Upper Quartile. The School's senior executive team is made up of two females and four males.

5. As is the case across the education sector more generally, the gender pay gap is materially influenced by the Lower and Lower Middle Quartile where we recruit irrespective of gender but where, for a range of reasons we attract more female employees.
6. Salary sacrifice arrangements for school fees have affected the hourly rate of pay for 28 females and 14 males.
7. This year we have managed to further close the gap by increasing the rate of pay of those in the lower quartile (which includes more females) by a larger percentage than was applied to the top three quartiles. During this period, we also saw slightly more males take up roles in the lower quartile; this was not a deliberate recruitment policy, but it does have the effect of reducing the gender pay gap.
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 represent 56% of the Upper Quartile). The pay gap will continue to reduce as the pay of those in the lower quartile is increased in line with the Government's commitment to a national living wage of £10 per hour.



Signed by Dean White
For and on behalf of the Stamford Endowed School

Date: 1 April 2022