

## **Gender Pay Gap Analysis and Actions**

### Workforce Profile and Pay Gap Overview

The employee profile shows that 76% of employees are female and 24% are male. The analysis identifies a gender pay gap in favour of male employees, with female employees earning on average 22.95% less than male employees at the mean hourly pay rate and 39.41% less at the median hourly pay rate.

These figures reflect the distribution of male and female employees across pay quartiles rather than unequal pay for equal work. All employees are paid equally for the role they perform using job evaluation and are linked to either Teacher Pay Scales as determined by STPCD or the NJC Pay Scales for support staff roles.

### Pay Quartile Distribution

A total of 62% of female employees are positioned within the lower and lower-middle pay quartiles. Roles within these bands are predominantly part-time and operational in nature, such as midday supervisor roles, or part-time positions resulting from workforce planning decisions and flexible working requests. In comparison, 39% of male employees are located within these quartiles, typically in support staff roles.

Within the upper-middle quartile, 75% of roles are occupied by female employees and 25% by male employees. This broadly reflects the overall workforce composition and demonstrates equitable female representation in these roles. Positions within this quartile are primarily classroom-based teaching roles (M1 to U3) without additional leadership responsibilities.

The upper quartile contains the highest proportion of male employees, with males representing 37.5% of roles. This indicates an under-representation of female employees in senior leadership positions. This imbalance is particularly evident at SWRA, where the Senior Leadership Team consists predominantly of male leaders, including the Headteacher and two Deputy Headteachers.

The gender pay gap is largely driven by:

- A higher concentration of female employees in lower-paid or part-time roles
- Under-representation of female employees in senior leadership positions
- Structural workforce patterns rather than pay disparity for comparable roles

Recruitment analysis shows that the most recent Senior Leadership Team vacancy attracted an equal number of male and female applicants. A robust and fair recruitment and selection process was followed, resulting in the appointment of a male candidate based on merit.

## Actions to Address the Gender Pay Gap

While immediate changes to pay or role allocation are neither appropriate nor desirable, the organisation remains committed to ensuring equity, transparency, and fairness in recruitment and career progression.

The following actions will be implemented or strengthened:

### Anonymised Shortlisting

All applications will be anonymised prior to shortlisting, removing identifying information before being reviewed by recruiting managers. This will further reduce the risk of unconscious bias and strengthen equitable recruitment practices.

### Promotion of Flexible Working for All Employees

Flexible working opportunities will be more clearly promoted as a benefit available to all staff, regardless of gender. Currently, fewer than 0.5% of part-time staff across all locations are male. Encouraging flexible working for all employees may help rebalance gender representation across pay quartiles over time.

### Ongoing Monitoring and Review

Gender pay data, recruitment outcomes, and leadership representation will continue to be monitored annually to assess progress and identify emerging trends.

### Commitment

The organisation remains committed to appointing the best candidate for every role while ensuring equality of opportunity, fairness, and transparency throughout recruitment, progression, and workforce planning processes.