



# IPSWICH SCHOOL

## STATEMENT ON GENDER PAY GAP REPORTING as at APRIL 2023

From 6 April 2017, employers in Great Britain with more than 250 staff are required by law to publish the following figures annually on their own website and on a government website:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

On the 'snap shot date' of 5 April 2023, the calculations for Ipswich School were as follows:

### Percentage of men and women in each hourly pay quarter

Upper Hourly Pay Quarter		Upper Middle Hourly Pay Quarter		Lower Middle Hourly Pay Quarter		Lower Hourly Pay Quarter	
Female	Male	Female	Male	Female	Male	Female	Male
68	32	56	44	70	30	76	24

The **mean (average)** gross hourly rate of pay of ALL **female** employees (taken as a single group) is £20.39 (2020 £18.53, 2021 £18.63, 2022 £19.22).

The **mean (average)** gross hourly rate of pay for ALL **male** employees (taken as a single group) is £24.93 (2020 £23.49, 2021 £24.35, 2022 £24.27).

There is therefore an 18.21% (2020 21.11%, 2021 23.49%, 2022 20.8%) difference between male and female average gross hourly rates of pay.

The **mid-point (median)** gross hourly rate of pay of **female** employees (taken as a single group) is £12.90 (2020 £11.99, 2021 £11.92, 2022 £12.37).

The **mid-point (median)** gross hourly rate of pay for **male** employees (taken as a single group) is £19.26 (2020 £20.28, 2021 £20.54, 2022 £18.35).

There is therefore a 33.02% (2020 40.877%, 2021 41.96%, 2022 32.58%) difference between male and female median gross hourly rates of pay.

## What do these figures tell us?

It should be noted that these calculations are for ALL staff - we are aware (from further analysis, as set out below), that a much smaller gender pay gap of:

- 2.28% exists between male and female full time staff (mean)
- 12.9% exists between male and female part time staff (mean).

When we look at ALL staff there is a larger pay gap, and this exists because the School has two distinct sets of employees:

- A large group of teachers, qualified to degree level, working at a professional hourly rate of pay of c£30-40 per hour
- A large group of support staff in lower paid occupations such as Catering and Cleaning, working at an hourly rate of pay of c£10-12 per hour
- There is a smaller population of staff employed in the 'middle ground' (e.g. as Sports Coaches and Administrators), but our workforce is essentially 'polarised'.

We are very pleased to note that our gender pay gap for all staff improved last year by 2.59% (mean). This is the second year in which an improvement has been noted.

The number of women in our upper pay quartile remains high (77 = 68%), and the number of men employed in our lowest pay quartile increased from 17 to 27.

The former is due to a larger number of women undertaking senior roles in the School, and the latter is due to us successfully recruiting eight male cleaners in the last few years (to a team that was previously entirely female). We do continue to employ many more females in support staff roles such as cleaning, catering and invigilating (although we encourage applications from all appropriately qualified/experienced individuals). It should be noted that our cleaning and catering roles are not outsourced to external companies (a common practice in many state maintained schools). Outsourcing would undoubtedly improve our gender pay gap position, but we do not believe it would be in the best interests of our stakeholders.

In January 2018, the School opened The Lodge Day Nursery, a nursery provision for children aged from 0-5 years. There has been ongoing recruitment to various positions to staff our Nursery throughout the last six years as our nursery numbers have grown. Although we have encouraged applications (in line with our normal recruitment procedures) from all appropriately experienced/qualified practitioners, all positions had been filled (up to 2021-22) by females. There are currently around 40 staff employed in The Lodge Day Nursery in full-time, part-time and casual roles. Following a recent recruitment exercise, we have successfully recruited a number of male Nursery Assistants, which is very encouraging to see, and we hope this will act as a platform for better diversity in our nursery workforce.

As noted in previous years, external analysis of national pay data indicates it is not uncommon for more females to be employed in roles such as nursery assistant, invigilator, cleaning and catering assistant – this is perhaps due to the family friendly, part-time, term time working hours available in these roles. The issue is not particular to Ipswich School. There is generally a much higher proportion of female applicants for these types of positions at the School, although equal opportunity is given to female and male applicants for all posts, and we do not discriminate on the grounds of gender (or any other factor). It should also be noted that equal payment is made for equal work in all roles, regardless of gender.

## Part-time calculations

As many of our staff are employed on a part-time basis, we have calculated the separate mean (average) and mid-point (median) gross hourly rates of pay for part-time and full-time female staff and part-time and full-time male staff, and these are as follows:

	<b>Mean (Average)</b>	<b>Median (mid-point)</b>
Full-time Females (112)	£27.26 per hour	£27.07 per hour
Full-time Males (98)	£27.90 per hour	£22.85 per hour
Part-time Females (195)	£16.44 per hour	£10.71 per hour
Part-time Males (48)	£18.88 per hour	£11.26 per hour

It can be seen from this data that the median rate for full-time females remains higher than for full-time males, and the mean rate for full-time staff is almost the same between the genders. The differentials are greater (but have improved significantly in recent years) between part-time male and female employees, and this is because the majority of our part-time female staff are working in roles that attract lower hourly rates of pay (such as cleaning and catering) as explained above. A majority of our part-time males are working as sports coaches, administrators, technicians or teachers (and there are significantly fewer of them). However, we have started to make progress with recruiting more males to some cleaning and nursery roles (as outlined above).

307 of our 453\* staff (67.7%) are female, and there are more females employed in all quartiles of our pay structures, including quartile 1 (the highest paid positions).

Please note this figure\* includes all staff on the payroll, including a significant number of casual staff e.g. exams invigilators, car park marshals, casual catering/nursery roles, bar/cafe staff and holiday camp assistants.

## Bonuses

Ipswich School does not operate a bonus reward scheme for male or female employees, so there are no figures to calculate in relation to bonus payments.

## What do we do already to ensure gender pay equality and fair pay for all?:

- The School operates the same pay structures in all departments for male and female employees i.e. male and female teaching staff are paid on the same teaching salary spine (with progression up the spine dependent on length of service and performance in role). Similarly, male and female cleaners and catering assistants are paid the same hourly rates of pay.
- The School has a clear Equal Opportunities Policy (available to view on our website and on request) and a transparent and straight forward staff recruitment process. We strive to provide equal opportunity for everyone applying to work at the School. We do not discriminate on the grounds of gender (or any other characteristic) during our recruitment and selection process.
- The School pays at least the National Living Wage to all staff (other than pupils employed by the School who earn the NMW for their age), regardless of gender, and carefully reviews hourly rates of pay regularly to ensure they are fair and reflect the appropriate market rate for the work.
- As at April 2023, the Senior School's Senior Management Team (9 staff) contained an appropriate mix of genders, with four female SMT appointments (Senior Deputy Head Pastoral, Director of Co-Curriculum, Head of Lower School and Director of Admissions, Marketing and Outreach).

- The Senior Leadership Team in the academic year in question in the Prep School was 100% female.
- Women are well represented in our middle management structures with 12 out of 23 academic department heads in the Senior School being female in the academic year 2023-24. This demonstrates there is equal opportunity for all staff to progress to senior levels in our organisation.
- We strive to support both men and women to balance their working and home/family commitments, offering the same support to both in relation to, for example, caring responsibilities.
- We have effective training and development programmes in place for all staff, with a robust performance review system designed to assist all staff to progress and reach their potential.
- We have systems in place to monitor staff leaving the organisation to understand their reasons for doing so.

**What more can we do?:**

- Continue to strive to do all we can to not constrain individual choice, and to eradicate any unconscious bias and discrimination that could exist within our organisation that may sometimes see female staff hold back from seeking promotion.
- We will continue to offer attractive, fairly-paid, flexible work options for all staff, regardless of gender, to recruit and maintain skilled staff, particularly following maternity, paternity or adoption leave (or in similar circumstances).
- We will review our gender pay gap calculations regularly.

Signed

A handwritten signature in black ink, appearing to read 'N J Weaver', written over a horizontal line.

N J Weaver, Headmaster

February 2024