

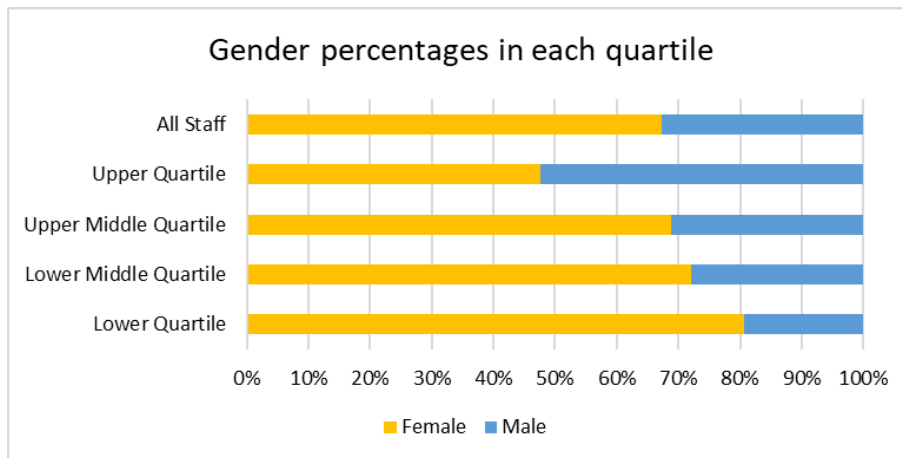


## Gender Pay Gap Report – April 2024

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 this gender pay gap report calculates the percentage of men and women in each hourly pay quartile, and the mean and median gender pay gaps for hourly pay. Positive pay gap percentages would indicate that women have lower hourly pay than men. The calculations are based on the snapshot date of 5<sup>th</sup> April 2024 and the pay period April 2024.

### Gender Pay Gap Results

|                       | Female     |              | Male      |              | Total      |
|-----------------------|------------|--------------|-----------|--------------|------------|
|                       | Number     | %            | Number    | %            |            |
| Upper Quartile        | 29         | 47.5%        | 32        | 52.5%        | 61         |
| Upper Middle Quartile | 42         | 68.9%        | 19        | 31.1%        | 61         |
| Lower Middle Quartile | 44         | 72.1%        | 17        | 27.9%        | 61         |
| Lower Quartile        | 50         | 80.6%        | 12        | 19.4%        | 62         |
| <b>All Staff</b>      | <b>165</b> | <b>67.3%</b> | <b>80</b> | <b>32.7%</b> | <b>245</b> |



|                            | Pay gap |
|----------------------------|---------|
| Mean hourly pay            | 20.9%   |
| Median hourly pay          | 5.4%    |
| Bonus pay: no bonuses paid | N/A     |

### Supporting Narrative

Churcher's College aims to be a fair employer and is committed to equal opportunities. Staff in the same role are paid equally regardless of gender. Teachers and leadership staff are paid in accordance with defined gender-neutral pay scales based on experience and responsibility. Support staff are paid with reference to the nature of the role including responsibility and specialist skills. Rates of pay for all roles are regularly benchmarked against similar roles regionally and across the education sector.



The pay gaps and distribution set out above reflect the facts that:

1. There are about three times as many women as men in support roles, many of which are lower paid than teaching roles. These roles continue to attract a disproportionate number of female candidates and a majority of such roles are held by female staff.
2. While the school's full-time staff are roughly evenly split between women and men, the vast majority (89%) of part-time staff in both teaching and support roles are women. Management positions have management allowances or are higher paid, and most of them are full-time roles. Consequently full-time roles on average have a higher rate of pay than part-time roles.

These patterns can be seen in the tables below. The bottom table shows the number and percentage of part-time (PT) male and female staff in each quartile. This shows a clear weighting towards part-time staff in the lower quartiles, with those staff being predominantly female.

| Teaching Staff   | Female    |              | Male      |              | Total      |
|------------------|-----------|--------------|-----------|--------------|------------|
|                  | Number    | %            | Number    | %            |            |
| Full-time staff  | 57        | 52.8%        | 51        | 47.2%        | 108        |
| Part-time staff  | 31        | 88.6%        | 4         | 11.4%        | 35         |
| <b>All Staff</b> | <b>88</b> | <b>61.5%</b> | <b>55</b> | <b>38.5%</b> | <b>143</b> |

| Support Staff    | Female    |              | Male      |              | Total      |
|------------------|-----------|--------------|-----------|--------------|------------|
|                  | Number    | %            | Number    | %            |            |
| Full-time staff  | 16        | 47.1%        | 18        | 52.9%        | 34         |
| Part-time staff  | 61        | 89.7%        | 7         | 10.3%        | 68         |
| <b>All Staff</b> | <b>77</b> | <b>75.5%</b> | <b>25</b> | <b>24.5%</b> | <b>102</b> |

| All Staff             | Female     |           |              | Male      |           |              |
|-----------------------|------------|-----------|--------------|-----------|-----------|--------------|
|                       | Number     | PT        | % PT         | Number    | PT        | % PT         |
| Upper Quartile        | 29         | 2         | 6.9%         | 32        | 1         | 3.1%         |
| Upper Middle Quartile | 42         | 18        | 42.9%        | 19        | 2         | 10.5%        |
| Lower Middle Quartile | 44         | 28        | 63.6%        | 17        | 4         | 23.5%        |
| Lower Quartile        | 50         | 44        | 88.0%        | 12        | 4         | 33.3%        |
| <b>All Staff</b>      | <b>165</b> | <b>92</b> | <b>55.8%</b> | <b>80</b> | <b>11</b> | <b>13.8%</b> |

I confirm that this report is complete and accurate.

Neil Medley  
Bursar

2 April 2025