

Shrewsbury School

Gender Pay Gap Report 2023

Since 2017, any UK organisation employing 250 or more employees has had to provide an annual report on its gender pay gap (under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

We collected our data on 5 April 2023, when our full-pay relevant employees consisted of 291 women and 239 men.

	Women's earnings are:
Mean gender pay gap in hourly pay	32.9% lower
Median gender pay gap in hourly pay	46.6% lower
Difference in mean bonus payments	N/A
Difference in median bonus payments	N/A

Number and proportion (%) of men and women in each pay quartile

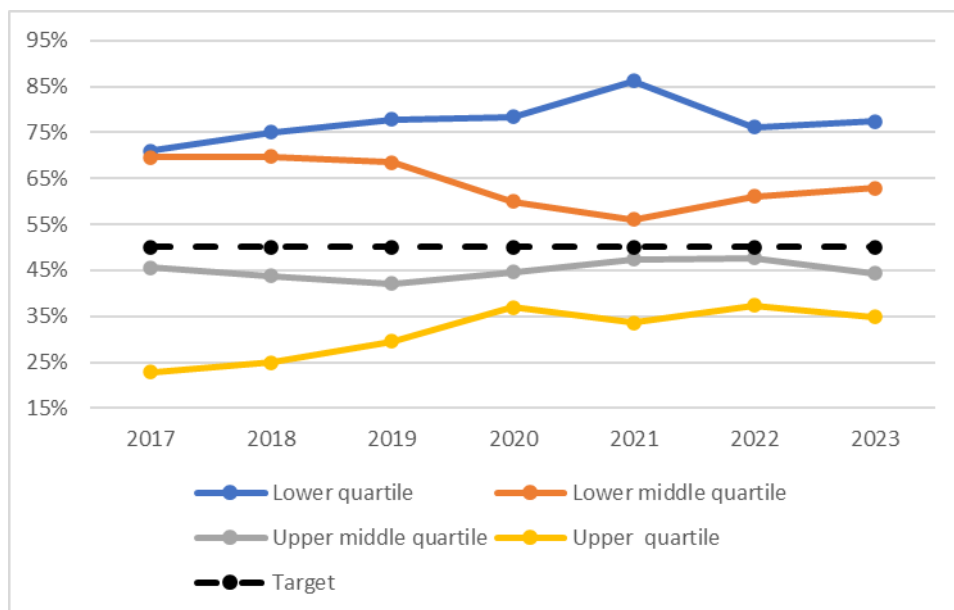
	Male No's	Female No's	Male %	Female %
Lower quartile	30	103	22.6%	77.4%
Lower middle quartile	49	83	37.1%	62.9%
Upper middle quartile	74	59	55.6%	44.4%
Upper quartile	86	46	65.2%	34.9%
	<u>239</u>	<u>291</u>		

Proportion of men and women receiving a bonus payment:

	%
Men	0.0%
Women	0.0%

Why does Shrewsbury School have a gender pay gap?

While we are confident that men and women are paid equally for doing equivalent jobs at Shrewsbury School, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation. At the moment, there are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower paid roles. Looking at changes over six years of reporting, the gender balance in the upper quartile has reduced, with the upper middle quartile remaining fairly constant just below the 50% target, however the imbalance in the lower quartile continues to remain at a high level.



How is Shrewsbury School addressing the gender pay gap?

The school is committed to closing the gender pay gap where possible. We continue to look at our recruitment and retention policies. The organisation is keen to promote the recruitment and development of more female employees into senior management and teaching roles in the upper middle and upper quartiles.

The school is also interested in ways to increase the number of men who take up cleaning and administrative roles which fall into the lower and lower middle quartiles.

I confirm that the data reported is true and accurate:

Maylin Ware

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