

St Catherine's School, Bramley gender pay gap report

St Catherine's School is a committed equal opportunities employer who recognises the essential contribution our staff make to delivering our key objective of preparing young women for their ongoing education and lives beyond School. It is important to us that all in St Catherine's community are valued and we recognise that diversity in age, race and gender will create the best results for our young people.

As an employer, we're required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We must publish the results on our own website and a government website.

Our reporting figures are based on a snapshot of employees taken in April 2023.

Our staffing body consists of 249 employees, there are significantly more females in our overall staffing body and Senior Management roles are predominately fulfilled by females.

Our figures show that we do have a negative gender pay gap which is in favour of women.

We've done 6 calculations that show the difference between the average earnings of men and women in our organisation. We don't publish individual employees' data. We use the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is maximised and rewarded

Our results show the following:

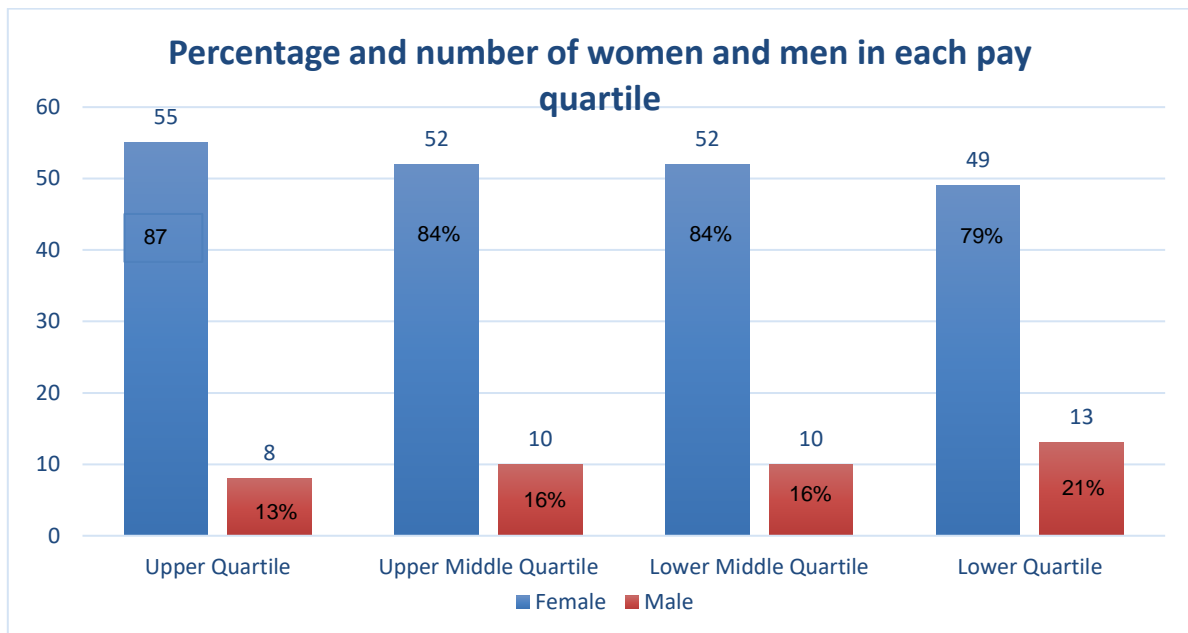
Hourly rates of pay

Mean Gender Pay Gap: On average, women are paid 5.6% more than men
Median Gender Pay Gap: The median hourly rate for women 16% is higher than for men

<u>Mean Hourly Pay Rate Gap</u>				
	Female	Male	<u>Pay Gap</u>	
			£ per hour	%
Mean hourly rate	24.26	22.98	-1.28	-5.59%
Median hourly rate	26.83	23.13	-3.70	-15.99%

Quartile figures

<u>Pay Quartiles by Gender</u>						
	<u># of staff</u>			<u>% breakdown</u>		
	Female	Male	Total	Female	Male	Total
1st Quartile	55	8	63	87.30%	12.70%	100.00%
2nd Quartile	52	10	62	83.87%	16.13%	100.00%
3rd Quartile	52	10	62	83.87%	16.13%	100.00%
4th Quartile	49	13	62	79.03%	20.97%	100.00%
			249			



The reason for our gender pay gap is that we have a higher representation of women in leadership positions and a comparatively high number of men in junior roles.

It is also important to recognise the context of St Catherine's school where we actively promote the advancement of women and are committed to providing positive female role models. We have atypical representation of women as Heads of Dept for STEM subjects, the majority of our Senior Pastoral team are female and as a boarding school our more Senior Residential positions are likely to be fulfilled by women.

We recognise and give careful consideration, where we can, to close the gap and have a dedicated Director of Staff and a Head of Diversity who identify areas for development, recently this has led the recruitment of our first male housemaster. We have clear and transparent pay scales across both teaching and support functions. Men and women, doing the same role and with equivalent experience, are paid equally.

This is the first time we have reported on our gender pay gap, therefore we have no previous data for us to compare or use to identify trends.

Our ambition is to continue to foster an inclusive culture with opportunities for all whilst staying true to our charitable objective and values.