



## CONNAUGHT SCHOOL FOR GIRLS GENDER PAY GAP 2020

Connaught School for Girls is committed to ensuring that we provide all employees with equal opportunities. Staff form a multi-lingual, multi-racial and multi-faith community. We welcome this diversity and believe that we should promote opportunities to benefit the whole community with due respect to issues of class, disability, gender or race.

Legislation does not require us to complete a Gender Pay Gap report, but as good practice we have completed one to maintain transparency with our staff and other stakeholders.

### CONTEXTUAL INFORMATION

It is important to recognise that equal pay does not equal a low pay gap. All teachers carrying out the similar roles will earn the same pay, as all teachers are paid on the same teaching scale. This is also true for our support staff.

Connaught staff is made up of a 32% male workforce and 77% female workforce. The common structure of most schools is the workforce is predominantly women. Men tend to be in more senior roles and women vary across the board. Pastoral and support roles are usually fulfilled by women.

### THE DATA - MEAN AND MEDIAN PAY GAP

Connaught staff is made up of 78 relevant employees as at the snapshot date 31st March 2020, with a gender profile which is 32% male workforce and 77% female workforce. Also 52.5 % of staff are full-time and 47.5% of the workforce are part-time employees. This is a significant number of part-time employees.

Mean Gender Gap (based on hourly rate)	Median Gender Gap (based on hourly rate)
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7.80%	-9.20%
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The positive mean percentage figure suggests that men earn more than women at Connaught, however the median percentage figure suggests women earn more than men. When looking at the mean and median gender gaps we must take the following into consideration.

- The gender imbalance and high percentage of part-time staff generates a positive mean pay gap.
- There is a larger range of data for female employees in comparison to male employees, due to the greater pay dispersion amongst women, the mean gender pay gap therefore becomes less reliable.
- The stark difference between the mean and median pay shows there is a substantial number of high earners in the female workforce.

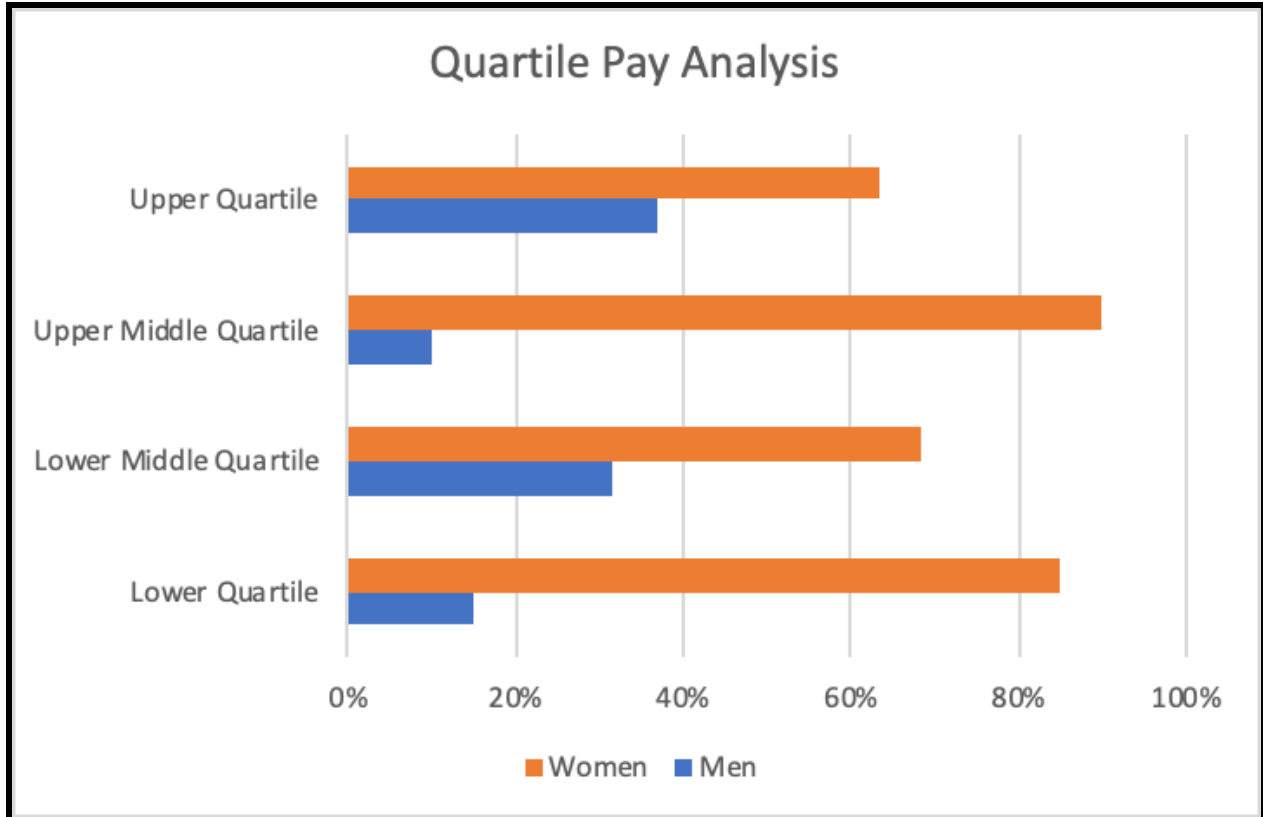
In conclusion, although the median pay gap is -9.2% suggesting women earn more than men at Connaught, as stated previously this is not the case as all staff who complete similar job roles are paid on the same payscale.

### **BONUSES PAY GAP**

Only one staff member received a bonus payment for recruitment and retention on the snapshot date, so no data was available to analyse. Staff members do not usually receive bonuses.

### **QUARTILE ANALYSIS**

A quartile pay analysis was also completed based on hourly pay.



	Number in quartile	Men	Women	Men	Women
Lower Quartile	20	3	17	15%	85%
Lower Middle Quartile	19	6	13	31.60%	68.40%
Upper Middle Quartile	20	2	18	10%	90%
Upper Quartile	19	7	12	36.80%	63.20%

The quartile analysis shows staff earning in the lower quartile are predominantly women, this is also reflected in the upper middle quartile. The upper middle quarter shows there is a significantly higher percentage of women who are teachers earning on a higher payscale. The ratio of women to men is more proportionate in the lower middle quartile. The staff in the upper quartile have middle management and senior leadership roles. The disproportionate percentage could be due to women going on maternity leave or having part-time roles. However, the senior leadership is made up of 5 women and 2 men, so progression due to the reasons mentioned above are less significant.

In light of the findings, at Connaught we will do the following to ensure the pay gap is made smaller by trying to carry out the following.

- Ensuring we encourage applications from males, by promoting via various social media platforms such as 'Linked In' highlighting the need for more male applicants in a statement.
- Observing the application process for Senior Leadership roles and observing when women drop out of the process - is there an imbalance?
- Supporting women to complete senior roles on a part-time basis.

In conclusion, although the data suggests women are paid more than at Connaught, in fact there is a disproportionate ratio of women to men. There are no significant pay gaps between men and women.