

Gender Pay Gap Report April 2023

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Bedales School is required by law to publish an annual gender pay gap report and the school welcomes the opportunity, as we are keen to play a role in real gender equality and inclusion.

This is our seventh gender pay report, enabling a comparison with data from 2017 through to 2023. This report covers the period 6 April 2022 to 1 April 2023

The mean pay gap on 1 April 2023 was 14% and our median pay gap was 29.9%. Last year we reported that our mean pay gap was 3% and our median pay gap 25.9% on 5 April 2022. The increase of 11% on our mean pay gap is influenced by an increase in the number of women in the lower lower/middle income quartiles, with women occupying over 67% of these roles. There was also a slight pay difference between men and women within the upper middle pay quartile although the numbers of women in those quartiles have increased this period.

In our 2017 report our mean pay gap was 17.7% and our median pay gap was 37.87%, we have therefore seen an improvement of 3.6% and 7.97% respectively, over the last 7-year period.

Since 6 April 2022, we have seen an 5% decrease in the number of men in the lower income quartile, a 3% increase in the number of women in the lower middle-income quartile, and an increase in women by 1% in the upper middle quartile and 1% in the upper income quartile.

Understanding the gender pay gap

The gender pay gap measures the difference between men and women's earnings at Bedales School by expressing women's average pay as a percentage of men's average pay.

Gender pay gap is different to equal pay. Equal pay refers to the differences in pay between men and women who carry out 'like work' – work that is broadly similar; work rated as equivalent under a job evaluation scheme, or work found to be of equal value in terms of effort, skill or decision making. A gender pay gap shows the difference in average pay between men and women, regardless of grade.

The Bedales School Gender Pay Gap report includes all posts across the Three Schools.

Our data

On 1 April 2023, the school's workforce was **404** permanent or fixed term employees with a gender profile of 258 women to 146 men, which is:

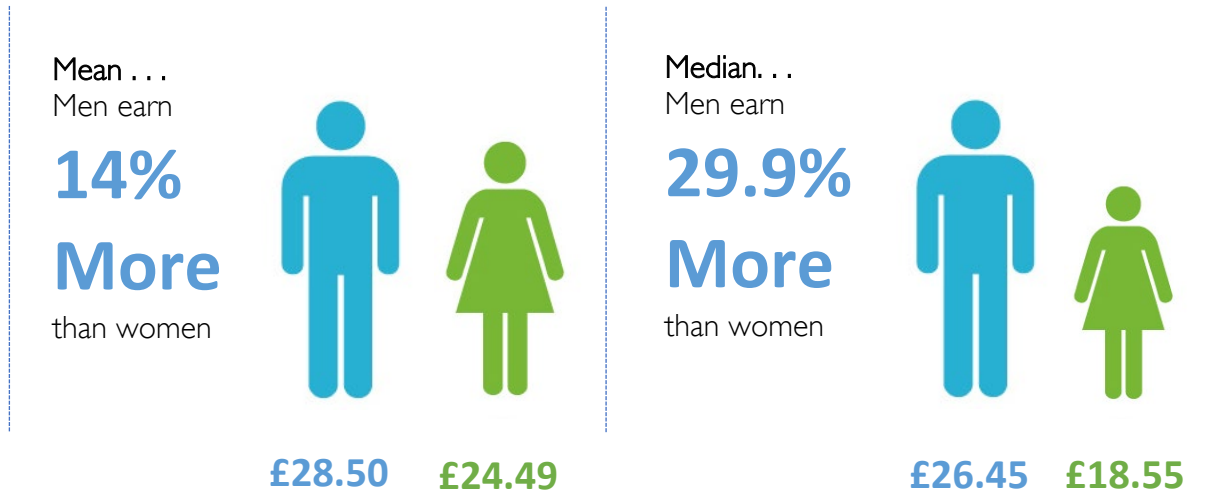
63.9% Women



36.1% Men



Earnings

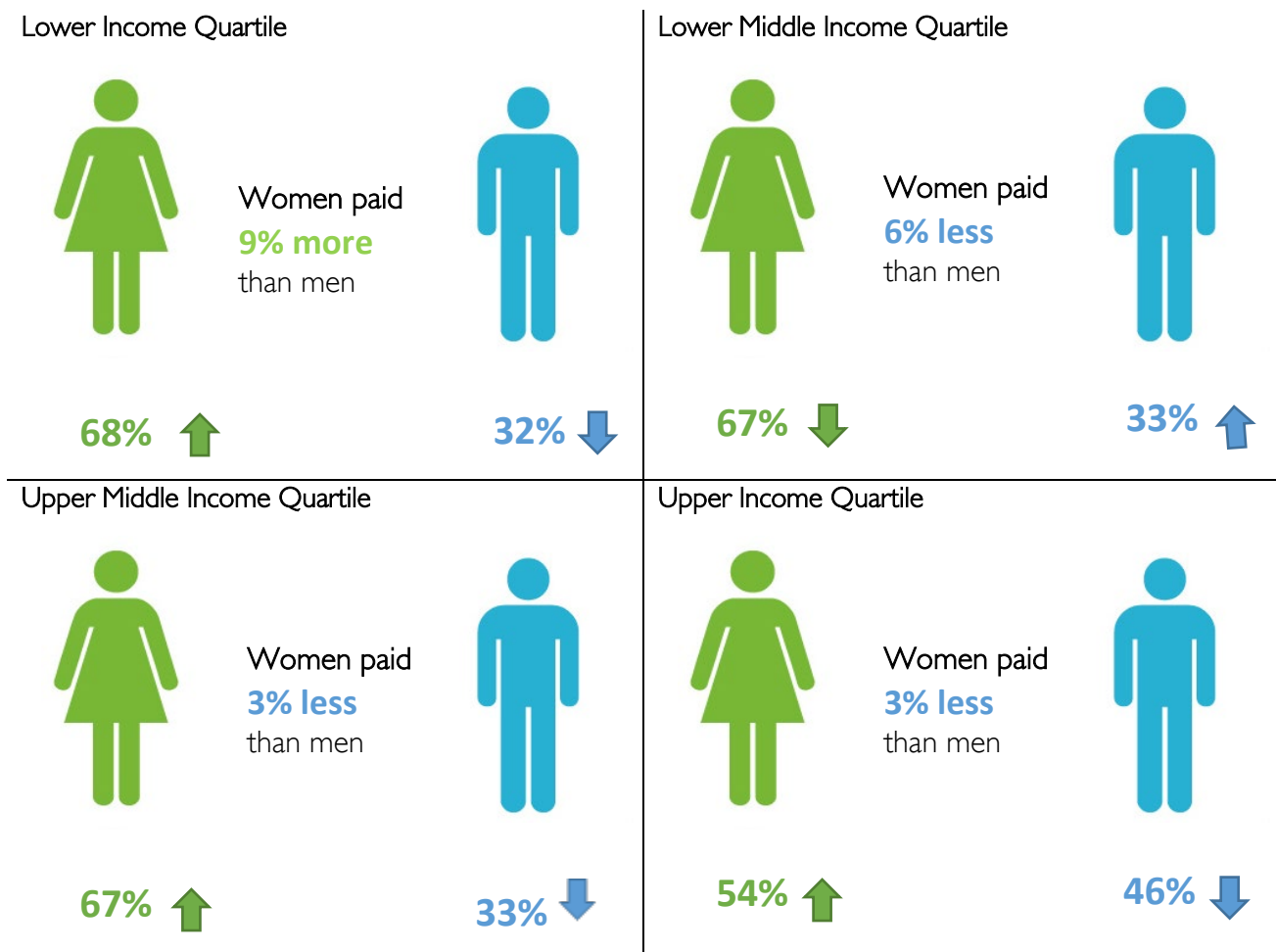


The mean and median gender pay gap based on an hourly rate of pay calculated in accordance with the regulations:

- A larger proportion of women are in part time and/or term time only work than men.
- The school offers more opportunities for staff looking to work "school friendly" hours, such as term time only roles, than other employers and there is a women gender bias from individuals seeking these opportunities.
- The school employs a significantly higher number of women than men. 63.9% of our staff are women, this percentage grew by 0.2% during the reporting period. Employment of women within the upper middle and upper quartiles increased by 2% during the reporting period.
- 46% of men are concentrated in the upper pay quartiles compared to 54% of women although we do have a slightly higher median pay gap percentage between men and women.
- There was a growth in the percentage of women employed in the upper middle-income quartile, however the four most senior positions in the school are held by men.

Pay band quartiles 2023

The proportion of men and women in each quartile pay band compared to 2022.



Our action plan

Bedales School is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

We believe the gender pay gap is the result of the largest proportion of roles within the school resting in the lower and lower middle quartiles. These are largely lower skilled roles, attracting a lower rate of pay, and offering the greatest opportunity for flexible working contracts, which traditionally attract more women.

Regardless of gender, all our hourly paid staff receive the same hourly rate and premium hourly rate. The pay for all other posts is regulated within set salary scales based on the roles and responsibilities of the post and not the gender of the person.

The school is implementing the 10-year strategic plan, first initiated in 2023, which has a clear goal to support and help our staff by providing them with the flexibility, skills, and rewards to progress and develop and achieve their ambitions.

The school will continue to:

- Review, and where possible, offer part-time working arrangements as an alternative to full-time working and will consider job sharing if practicable.
- Actively promote the uptake of Shared Parental Leave.
- Provide active support for flexible working for women returning to work following maternity or adoption leave.
- Actively recruit more apprentices and graduate teachers to increase the number of employees in the middle grades who want to develop a career.
- Ensure that our recruitment and selection processes are without bias using gender neutral language in our job descriptions, ensuring adverts are placed in a diverse range of on-line communication channels; explicitly stating flexible working options in adverts such as part-time working, job share arrangements etc.; using skills-based test where tests are to be used; including women in shortlists where possible; reinforcing transparency in promotion, pay and reward processes.
- Review pay and progression opportunities for support staff.
- Monitor starting salaries to ensure fairness and consistency across gender and challenge inappropriate decisions.
- Actively support and encourage women to apply for management and leadership vacancies.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Stephen Nokes
Chair of Governors