

# Norwich School

## Gender Pay Gap Report – April 2021

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### Commentary

In order to recruit a diverse mix of candidates, in our adverts we use gender neutral language and advertise through a variety of local and national channels. We use a structured shortlisting process based on a scoring system using the job description and person specification only.

As part of the interview process candidates are expected to perform standard tasks similar to those that they would be expected to carry out in the role and the interview questions are structured and consistent across the candidates.

Internal promotion opportunities are communicated across the whole school and then our normal recruitment processes applied.

Our recruitment selection panels are made up of both male and female staff.

Where possible and without affecting the operations of the school we offer flexible working through part time working, term time working and hybrid home/office working.

We offer enhanced maternity pay, encourage the take up of paternity leave and shared parental leave and promote 'keeping in touch' days.

We are satisfied that we pay the same rate for the same role, regardless of gender and believe firmly in equal pay for equal roles.

Support staff roles are paid at an hourly rate appropriate to the evaluation of the role and not the person carrying out the role. These roles are evaluated by content criteria and benchmarked against local competitors regardless of gender.

Teaching staff are all paid according to a salary scale dependent on years of teaching experience and not gender.

We are pleased to report another improvement in the Mean and Median percentages. The average percentage has dropped so significantly due to the difference in hourly rates being only 19p whereas it was £1.14 in the previous year.

<b>Gender Pay Gap</b>	
Mean Gender Pay Gap	1.0%
Median Gender Pay Gap	17.5%

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This table shows our workforce divided into four equal-sized groups based on hourly pay rate.

<b>Gender Quartile Percentages</b>				
	<b>Upper Quartile</b>	<b>Upper Middle Quartile</b>	<b>Lower Middle Quartile</b>	<b>Lower Quartile</b>
<b>Female</b>	58.43%	46.67%	53.33%	58.89%
<b>Male</b>	41.57%	53.33%	46.67%	41.11%
	16.86% more F	6.66% more M	6.66% more F	17.78% more F

NB: Norwich School does not offer bonus payments to its staff.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The most significant difference between male and female workers is in the lower quartile where the majority of the roles are support and administrative based. We have also seen a noticeable difference in the upper quartile, our teaching salaries are based on the number of years teaching experience and so this is due to a number of long standing male teaching colleagues who left the school.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

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Signed by: Patrick Smith, Chairman of the Council of Management

Signed:  Date: 31.03.2022