Gender Pay Gap Reporting
March 2024

Introduction

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year to record the pay gap between male and female employees.

In March 2024, the Group reports the Gender Pay Gap based on the 'snapshot' date of 31 March 2023.

The Gender Pay Gap Information is detailed below, with the information based on the six calculations that are required to assess the pay gap and these are described below.

The six key metrics and calculations are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage
- the difference in the median pay of full-pay men and women, expressed as a percentage
- the proportion of men and women in each of four quartile pay bands
- the difference in the mean bonus pay of men and women, expressed as a percentage
- the difference in the median bonus pay of men and women, expressed as a percentage
- the proportion of men and women who received bonus pay

Gender Pay Gap Results for March 2024 (31 March 2023 "snapshot" date)

31 March 2024

	Female	Male	Gap	Variance
Mean Pay	£19.61	£21.54	9%	+0.2%
Median Pay	£19.68	£22.37	12%	+0.9%

Summary of the period 31 March 2017 to 31 March 2022

	Gap 2022	Gap 2021	Gap 2020	Gap 2019	Gap 2018
Mean Pay	8.8% (-0.8)	9.6% (+0.6%)	9.0% (-2.4%)	11.4% (-0.8%)	12.2% (-1.1%)
Median Pay	11.1% (+1.8%	9.3% (-0.8%)	10.1% (-4.7%)	14.8% (-1.7%)	16.5% (+6.7%)

Gender Pay Gap Data – 31 March 2023

The following section captures the full information for the Group, based on a data collection date of 31 March 2023.

Mean Pay	The mean gender pay gap is the difference between the mean (average) gross hourly pay of female employees (taken as a single group) and mean (average) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
Mean Pay	£19.61	£21.54	9%

Median Pay	The median gender pay gap is the difference between the mid-point (median) gross hourly pay of female employees (taken as a single group) and the mid-point (median) gross hourly pay of male employees (taken as a single group).

The percentage difference is:

	Female	Male	Gap
Median Pay	£19.68	£22.37	12%

When broken down into additional factors such as Age and Occupational Group the median pay gap is shown as:

	Female	Male	Gap
Support	£13.32	£14.23	6.4%
Academic Support	£12.98	£14.32	9.3%
Teaching	£22.37	£22.37	0.0%
Management	£24.10	£24.61	2.1%

	Female	Male	Median Gap	Percentage of Staff Population
18-21	£13.32	£12.32	-8%	1%
22-29	£15.85	£17.05	7%	7%
30-39	£18.38	£18.38	0%	13%
40-49	£20.66	£22.37	8%	22%
50-59	£20.49	£22.37	8%	34%
60+	£21.98	£22.37	2%	22%

Pay Quartiles	The Pay Quartiles are based on a rank order of all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate. The generated rank order is divided into four equal quarters to provide 4 pay bands or quartiles.

	£7.04 - £13.65			£13.65 - £20.66		
	Lower Quartile			Lower Middle Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	269	205	64	268	182	86
Percentage		76%	24%		68%	32%
	£20.66 - £22.38			£21.38 - £121.73		
	Upper Middle Quartile			Upper Quartile		
	All Staff	Female	Male	All Staff	Female	Male
Number	268	162	106	268	177	91
Percentage		60%	40%		66%	34%

	Female	Male
Lower Quartile	28%	18%
Lower Middle Quartile	25%	25%
Upper Middle Quartile	22%	31%
Upper Quartile	24%	26%
	726 Staff	347 Staff

Bonus Pay	The proportion (in percentage terms) of male and female employees who received bonus pay during the period of 12 months preceding 31 March 2023.

	Female		Male	
	Number	Percentage	Number	Percentage
Bonus	0	0%	0	0%

Mean Bonus Pay	The mean gender bonus pay gap is the difference between the mean (average) gross bonus pay of female employees (taken as a single group) and mean (average) gross bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2023.

	Female	Male	Gap
Mean Bonus	£0	£0	0%

Median Bonus Pay	The median gender bonus pay gap is the difference between the mid-point (median) bonus pay of female employees (taken as a single group) and mid-point (median) bonus pay of male employees (taken as a single group) during the 12 months preceding 31 March 2023.

	Female	Male	Gap
Median Bonus	£0	£0	0%

Additional narrative

The Group will shortly release a supplementary document that provides additional context and further information regarding the data recorded above. The Group has completed a proxy calculation to determine the current Gender Pay Gap. This is noted below and is based on information as at 29 February 24.

Mean	7.3%
Median	7.8%