

Gender Pay Analysis Report Year to date March 2020

Linwood School is an employer with c. 320 employees and is required by law to carry out Gender Pay Report under the Equality Act 2010 (Gender Pay Information) Regulations. The information described in this report and to be submitted by October 2021 is based on the snapshot date of 31st March 2020. An extension to the reporting period was granted by Government due to the CV-19 pandemic across 2020 and into 2021.

Linwood School is a Local Authority maintained school. The Governing Board is committed to remaining an equal opportunities employer and does not discriminate in any way (as defined by the Equality Act 2010 and other relevant legislation) regarding recruitment, performance management, salary and employee career development opportunities.

Gender Pay Gap Report – 31st March 2020

Pay (Excluding Bonus)			
➤	Difference in mean pay between male and female employees:		10.22%
➤	Difference in median pay between male and female employees:		6.81%
➤	Difference in mean and median pay between male, female and non-binary employees:		0%

Number of employees by gender	Male: 42	Female: 239	Non-Binary: 0
--------------------------------------	----------	-------------	---------------

Salary Quartiles									
Pay Band	Pay Range (Hourly rate)		Number in sample				Proportion in sample		
	Minimum	Maximum	Male	Female	Non-Binary	Total	Male	Female	Non-Binary
1st Quartile	£9.00	£9.74	10	60	-	70	14.29%	85.71%	0%
2nd Quartile	£9.74	£9.94	9	61	-	70	12.86%	87.14%	0%
3rd Quartile	£9.94	£15.36	9	61	-	70	12.86%	87.14%	0%
4th Quartile	£15.36	£91.53	14	57	-	71	19.72%	80.28%	0%

There were no bonuses paid during the year for any staff. This is representative of the reporting year - 31st March 2019.

The gender pay gap analysis data for Linwood School shows that:-

- Men are paid on average 10.22% more than a woman on a **mean** basis.
- Men are paid on average 6.81% more than a woman on a **median** basis.
- No non-binary employees have shared their status or the Local Authority does not request this information.

This mean figure remains unchanged on the previous reporting year.
The median has increased by 4.92% on the previous reporting year.

Looking at the data per quartile helps to describe why Linwood School has this gender pay gap in favour of men despite the Senior Leadership Team being predominantly female. There are fewer males in post across the school compared to female and non-binary employees, but those males are in higher paid positions.

As a special school, a very large proportion of Linwood's staff are Teaching Assistants. We have found that the vast majority of Teaching Assistant applicants and subsequent conversions are still female despite efforts to recruit more males to the role. There are a number of factors within this, including the attraction of term-time contracts and school-friendly hours which can suit family and childcare commitments for primary carers, predominantly across society, female. We are aware of the societal perception that the role of Teaching Assistant may be considered female and we will continue to seek ways to challenge this perception and have again in the 2020/2021 academic year, seen an increase in male applicants for this role. We expect to see a further increase in applications from male and non-binary genders due to the impact of the pandemic on other sources of employment.

We will continue to promote the reality that other roles, potentially those with higher salaries, including that of Teacher, can be open to flexible working arrangements and accessible to those who have traditionally prioritised family and childcare commitments.

We will continue to challenge any gender pay gap in our school with the aim of eliminating the pay gap. We will do this by continuing to:-

- Advertise jobs with a pay range and not undertaking individual pay discussions outside the advertised range. This is in line with the Local Authority policies we work to.
- Use skills and competency-based tasks in the recruitment process.
- Use structured interviews, asking the same questions of all candidates.
- Ensure that women are included in shortlists for recruitment and promotion where merit allows.
- Ensure transparency in promotion and development processes.
- Monitor equality and diversity in recruitment and promotion.
- Be open to developing strategies and policies which reduce biased decisions.
- Give fair and due consideration in line with employment legislation, to flexible working arrangements for all members of staff who request it.

You can learn more about Gender Pay Gap Reporting by visiting www.acas.org.uk/genderpay