

## Gender Pay Analysis Report Year to date March 2021

Linwood School is an employer with c. 330 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 5<sup>th</sup> October 2021, is based on the snapshot date of 31st March 2021. An extension to the reporting period was granted by Government due to the CV-19 pandemic across 2020 and into 2021.

At the time of reporting Linwood School is a Local Authority maintained school. The Governing Board is committed to remaining an equal opportunities and mindful 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 – 31<sup>st</sup> March 2021

| Pay (Excluding Bonus) |   |  |       |
|-----------------------|---|--|-------|
|                       |   |  |       |
| ➤                     | Difference in <b>mean</b> pay between male and female employees:                        |  | 4.79% |
| ➤                     | Difference in <b>median</b> pay between male and female employees:                      |  | -     |
| ➤                     | Difference in mean and <b>median</b> pay between male, female and non-binary employees: |  | 0%    |

  

|                                      |          |             |               |
|--------------------------------------|----------|-------------|---------------|
| <b>Number of employees by gender</b> | Male: 44 | Female: 247 | 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 |
| <b>1st Quartile</b> | £9.43                   | £10.21  | 14               | 58     | -          | 72    | 19.44%               | 80.56% | -          |
| <b>2nd Quartile</b> | £10.21                  | £10.21  | 6                | 67     | -          | 73    | 8.22%                | 91.78% | -          |
| <b>3rd Quartile</b> | £10.21                  | £17.06  | 13               | 60     | -          | 73    | 17.81%               | 82.19% | -          |
| <b>4th Quartile</b> | £17.51                  | £96.82  | 11               | 62     | -          | 73    | 15.07%               | 84.93% | -          |

There were no bonuses paid during the year for any staff. This is representative of the reporting year - 31<sup>st</sup> March 2020.

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

- Men are paid on average 4.79% more than a woman on a **mean** basis.
- There is no difference between a man or 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 has decreased by just over 50% since the reporting period to March 2020.
- The median has reduced significantly on the reporting year to March 2021.

Looking at the data per quartile helps to describe why Linwood School still has a small 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 2021/2022 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 for the second year 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.
- Consider alternative recruitment platforms to reach wider talent pool.
- 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](http://www.acas.org.uk/genderpay)