

# Gender Pay Analysis Report

## Year to date March 2024

Linwood School is an employer with 354 employees and is required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Information) Regulations. The information described in this report and to be submitted by 30th March 2025, is based on the snapshot date of 31st March 2024. Our data was submitted in December 2024.

At the time of reporting, Linwood School is a Local Authority maintained school. The Governing Board is committed to remaining committed to the promotion of equality of opportunity. We are a Disability Confident employer and will not discriminate in any way (as defined by the Equality Act 2010 and other relevant legislation) including throughout our recruitment, performance management, salary and employee career development opportunities practices.

### Gender Pay Gap Report – 31st March 2022

Pay (Excluding Bonus)	
Difference in mean pay between male and female employees	8.97%
Difference in median pay between male and female employees	17.15%

<b>Number of employees by gender (included in data)</b>	Male: 46	Female: 258	Non-Binary: 0
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Salary Quartiles						
	Male	Female	Non-Binary	Total Count	Male %	Female %
Upper Quartile	15	61	0	76	19.74%	80.26%
Upper Middle Quartile	13	63	0	76	17.11%	82.89%
Lower Middle Quartile	4	72	0	76	5.26%	94.74%
Lower Quartile	14	62	0	76	18.42%	81.58%

Again, this reporting year, no employees have declared to us they are non-binary and the reporting body does not yet, at this point, collect this information on their data monitoring sheet as there is no legal requirement to do so under PAYE law and the consequent Real Time Information.

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

- Males are paid on average 8.97% (2023: 9.4%) more than females on a **mean** basis.
- There is a 17.15% (2023: 12.9%) difference between males and females on a **median** basis.

The National Average gender pay gap in 2021 was 15.4% and the latest reported National Average gender pay gap in the education sector is 26%. Linwood School's average then, falls below the National Average and well within the National Average for the sector.

We are confident our data report is not an equal pay issue as our policies apply equally across the board and decisions made on the recruitment and progression of staff are open, transparent and fair with regular review by the HR team.

Looking at the data per quartile helps to describe why Linwood School still has a gender pay gap in favour of men despite the Senior Leadership Team being predominantly female. There remain fewer males in post across the school compared to female and non-binary employees, but those males are in higher paid positions are because males have a higher tendency to enter the school initially on a Teacher salary. The Recruitment & Retention Strategy aims to address this by way of more targeted advertising campaigns.

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. We plan to do more work in the coming year to address the lack of other identities within the school, including neuro-divergent and LGBTQ+ individuals.

Reasons for lower numbers of other than female recruits can be down to a number of factors 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. This is slowly changing overall. We are aware of the societal perception that the role of Teaching Assistant may be considered more appropriate for females and we will continue to seek ways to challenge this perception and have again in the 2022/2023 academic year, seen an increase in male applicants for this role who have converted to appointments. This may be due to reviewing the wording of our advertisements with an inclusive language checker to ensure they are more inclusive overall, not just in respect of gender identity. Changes have been made in 2024 to our recruitment platforms and teaching assistant advert with the aim of supporting progress in closing our gender pay gap.

In addition, many female returners to the workplace apply to the public sector and part time is usually likely, in many cases, to be less highly paid. These same females are more likely to take career breaks and may choose not to progress into senior roles.

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 blind recruitment continues at shortlisting manager stage.
- 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)