

Gender Pay Analysis Report

Year to date March 2025

Linwood School is an employer with 373 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 1st April 2024 to 31st March 2025.

At the time of reporting, Linwood School is a Local Authority maintained school. The Governing Board remains committed to promoting 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 our recruitment, performance management, salary and employee career development opportunity practices.

Gender Pay Gap Report – 31st March 2025

Pay (Excluding Bonus)	
Difference in mean pay between male and female employees	1.98%
Difference in median pay between male and female employees	6.23%

Number of employees by gender (included in data)	Male: 49	Female: 284	Non-Binary: 0
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Quartile	Upper	Lower	Count	Male	Female	Male %	Female %
Upper Quartile	1	83	83	14	69	16.87	83.13
Upper middle Quartile	84	166	83	13	70	15.66	84.34
Lower Middle Quartile	167	249	83	10	73	12.05	87.95
Lower Quartile	250	333	84	12	72	14.29	85.71

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 1.98% (2024: 8.97%) more than females on a mean basis.
- There is a 6.23% (2024: 17.15%) difference between males and females on a median basis.

The National Average gender pay gap in 2023 was 14.3% whilst the latest education sector reports that the median pay gap is 21.3% and the mean was 14.6%. 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 are a supportive Employer and welcome all applicants from all backgrounds.

When considering the reasons for lower numbers of other than female recruits, it could 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 2024/2025 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