



GENDER PAY GAP REPORT 2023

As an employer with more than 250 employees, Malvern St James Limited is required to publish specific calculations showing the difference between the pay for male and female employees.

The data is based on the hourly rates of pay for staff as at 5 April 2022 (the 'snap shot' date) and relate to 'full-pay relevant employees'.

Full-pay relevant employees excludes anyone who is on reduced pay due to sick leave, maternity, paternity, adoption leave and any other form of unpaid leave. Full pay includes basic pay, management allowances, before tax and pension deductions, but after salary sacrifice.

- Average Gender pay gap as a mean average: -9.57% (females paid more)
- Average Gender pay gap as a median average: -36.01% (females paid more)
- Average Bonus gender pay gap as a mean average: 0% no bonus payments
- Average Bonus gender pay gap as a median average: 0% no bonus payments
- Proportion of males receiving a bonus payment: 0% no bonus payments
- Proportion of females receiving a bonus payment: 0% no bonus payments

These figures show the percentage of male and female staff in each quartile when we order hourly rates of pay from the highest to lowest and then group into four equal quartiles:

	Male	Female
Upper quartile	17.2%	82.8%
Upper middle quartile	31.0%	69.0%
Lower middle quartile	15.5%	84.5%
Lower quartile	19.0%	81.0%

The gender split across our workforce, including all full-pay relevant employees, was 79.3% female and 20.7% male. This split is broadly represented across the above quartiles. Like most-single sex schools, our teachers are predominately the same gender as our pupils.

Comparison Data - Progress

Whilst the Gender Pay Gap at MSJ appears to favour female employees this is heavily linked to the ratio of female to male staff. Significant progress has been made since reporting data from 2018 when the average gender pay gap as a mean average was -23.79% and the average gender pay gap as a median average was -57.68%. Working to close the gap either way.

In order to tackle our Gender Pay Gap, we are continuing to focus on increasing the diversity of our staff. Malvern St James is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin.

DECLARATION

I hereby confirm that the information provided in this report to be accurate.

A handwritten signature in black ink, consisting of a stylized 'G' followed by a horizontal line that ends in a small upward curve.

Gemma Bruce
Chair of Governors
22 May 2023