



BURY

GRAMMAR SCHOOL

Gender Pay Gap Report 2023

As an employer with more than 250 employees, Bury Grammar School is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This is the report for the snapshot date of 5 April 2023.

Gender Pay Gap Vs Equal Pay

A gender pay gap is a measure of the difference in the average pay of all men and women (regardless of their role) in an organisation.

This is different to equal pay – which means paying men and women the same salary for the same or equivalent work. This report is not intended to provide any analysis or commentary on equal pay.

An organisation may have equal pay between men and women in the same or equivalent roles. However, a gender pay gap may exist in that organisation, if there are a higher number of one gender in more highly paid positions, and/or a higher number of the opposite gender in lower paid roles.

Gender Pay Gap Reporting Requirements

We are required to report on six key comparative figures:

1. Mean Hourly Gender Pay Gap
2. Median Hourly Gender Pay Gap
3. Mean Bonus Gender Pay Gap*
4. Median Bonus Gender Pay Gap*
5. The proportion of males and females in each pay quartile
6. The proportion of males and females receiving bonus pay. *

* - Bury Grammar School do not pay bonuses and therefore reporting is not applicable for these elements.

Gender Pay Gap Reporting Statement April 2023

This is Bury Grammar School's first report statement produced on gender pay gap as prior to April 2023, the schools' level of employees has been below 250 and therefore there has been no legal requirement to publish the data before now.

The School is committed to ensuring that all staff are paid an appropriate rate of pay for the work that they do and does not discriminate on the rate of pay between female and male staff. The gender pay gap data has been produced and analysed annually, despite there not being a legal requirement to publish the data previously, to ensure that any concerns over gender pay gap can be addressed.

The calculations have been carried out using our payroll records on the snapshot date of 5 April each year and follows the reporting guidance and methodologies as set out by the government but does not involve publishing individual colleague's data. We are required to publish the results on our website and submit the data to a government website where results from other organisations can be viewed.

Principal: **Mrs J Anderson BA PGCE MEd**

Tenterden Street, Bury, Lancashire, BL9 0HN

T: **0161 696 8600** E: schooloffice@burygrammar.com W: www.burygrammar.com

The Bury Grammar Schools Trustee Limited (company number 06612259) as trustee of Bury Grammar Schools Charity (registered charity number 526622).

Registered office: Farraday House, Bridge Road, Bury, Lancashire BL9 0HG. Registered in England and Wales



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Our Mean and Median Gender Pay Gap Data

The mean pay gap is 6.1% - In Favour of Males

The median pay gap is 15.5% - In Favour of Males

There is no bonus gender pay gap as this is not applicable to Bury Grammar School

The percentage of male and female employees in each pay quartile are as follows:

	Female		Male		Total
	%	Number	%	Number	Number
Lower Quartile	86%	54	14%	9	63
Lower Middle Quartile	66%	41	34%	21	62
Upper Middle Quartile	66%	41	34%	21	62
Upper Quartile	69%	43	31%	19	62
Totals		179		70	249

Further Analysis

	Total No. Full Pay Relevant Employees	Total No. Females	Total No. Males	Mean Gender Pay Gap	Median Gender Pay Gap
April 2023	249	179	70	6.1%	15.5%
April 2022	229	169	60	5.1%	9.8%
April 2021	223	162	61	1.2%	-5.6%

Despite the apparent increase in the gap % over the past 3 years, Bury Grammar School remains confident that this is in no way driven from paying females and males differently for the same or equivalent work.

Further analysis shows that the overall pay gap across the whole Bury Grammar School workforce is as a result of the number of females and males employed within the differing levels of roles within the school, with a higher percentage of females in the lower paid quartile as opposed to the upper pay quartiles. A table to show the further analysis on pay quartiles is below.

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	Mean Gender Pay Gap	Median Gender Pay Gap
Lower Quartile	-0.02%	0.00%
Lower Middle Quartile	-6.62%	-10.27%
Upper Middle Quartile	0.38%	-5.33%
Upper Quartile	-1.27%	-0.51%

By showing the mean and median pay gap by quartile, it clearly highlights how minimal the gap is within each level of pay across the workforce. The majority of roles in the lower quartile are traditionally undertaken by females such as cleaners and catering assistants with the highest % of females within the lower quartile.

Conclusion and Actions

Bury Grammar School believes therefore that the gap in overall pay is driven by the under representation of male staff in the lower quartile roles rather than a differential in pay for the same role undertaken by different genders.

Consequently, the school will always find it difficult to narrow the gap in terms of Gender Pay Gap Reporting. Nevertheless, we remain committed to continue to monitor this position and enhance our practices to close this gap where feasible to do so:

Bury Grammar School will:

- Continue to review rates of pay to ensure that they are unbiased.
- Continue to monitor and review our recruitment process to make sure we are attracting the best possible candidates, regardless of gender.
- Make sure action is taken to address any gaps through wider policies and procedures in recruitment, retention, recognition, and reward, free from gender bias.
- Contribute to develop the work of the EDI committee and provide training and support where applicable.

Senior Sign Off

I, Rick Berry, Director of Finance at Bury Grammar School confirm that the calculations and data reported are true and accurate.

28 March 2024

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