



Gender Pay Gap Report 2025

This is the report for the snapshot date of 5 April 2025. All employers with more than 250 employees are required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 does not pay bonuses and therefore reporting is not applicable for these elements.

Gender Pay Gap Reporting Statement April 2025

The School continues to be 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 prior to April 2023 (due to the schools' level of employees being below 250) 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.

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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 -0.95% - In Favour of Females

The median pay gap is -0.44% - In Favour of Females

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	83%	50	17%	10	60
Lower Middle Quartile	62%	37	38%	23	60
Upper Middle Quartile	67%	41	33%	20	61
Upper Quartile	77%	46	23%	14	60
Totals		174		67	241

Further Analysis

	Total No. Full Pay Relevant Employees	Total No. Females	Total No. Males	Mean Gender Pay Gap	Median Gender Pay Gap
April 2025	241	174	67	-0.95%	-0.44%
April 2024	251	182	69	2.7%	16.9%
April 2023	249	179	70	6.1%	15.5%
April 2022	229	169	60	5.1%	9.8%

The 2025 data shows a significant improvement in the School's gender pay gap compared with previous years. The mean gender pay gap for April 2025 is -0.95% and the median is -0.44%, both of which are now in favour of female employees. This represents a reversal of the position reported in 2022–2024, during which the gap favoured males by between 2.7% and 6.1% at mean level.

As the School's workforce remains predominantly female overall, relatively small structural or staffing changes can have a noticeable effect on the headline figures. The significant reduction in the gap suggests that our recruitment and pay review processes are supporting greater parity across pay levels.

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	Mean Gender Pay Gap	Median Gender Pay Gap
Lower Quartile	-0.72%	0.00%
Lower Middle Quartile	-4.59%	-10.65%
Upper Middle Quartile	2.55%	1.96%
Upper Quartile	-4.03%	-0.04%

minus % gap represents in favour of females

When examining the gender pay gap within each pay quartile, the picture varies slightly across the organisation:

- **Lower Quartile:** Little or no difference in male and female pay.
- **Lower Middle Quartile:** Gaps favour females, reflecting role distribution at this level.
- **Upper Middle Quartile:** Small gaps favour males.
- **Upper Quartile:** Pay is broadly equal, with a marginal female advantage.

Overall, these variations reflect the composition of each quartile rather than systemic pay inequality.

Conclusion and Actions

The School's 2025 gender pay gap results show a positive shift towards greater pay parity. While the School continues to have a predominantly female workforce, which naturally influences gender pay gap calculations, the data indicates that our recruitment, pay review and progression practices remain fair, consistent, and free from gender bias.

Despite this improvement, we recognise that the gender pay gap may fluctuate from year to year due to changes in staffing structure, the relatively small number of male employees, and the nature of roles within the School. We remain committed to ongoing monitoring and to taking appropriate action to ensure that opportunities for career development and progression are accessible to all staff, regardless of gender.

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, Kendra Ward, Bursar at Bury Grammar School confirm that the calculations and data reported are true and accurate.

31 March 2026

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