



Silverwood School – Gender Pay Gap Report

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer of over 250 employees, Silverwood School is required to measure and report on the gender pay gap in the organisation. Silverwood School is a public sector body and has a data capture date of 31 March each year.

Under the regulations there is a requirement to report on the following six measures:

1. The difference in the mean pay of full pay men and women expressed as a percentage.
2. The difference in median pay of full men and women expressed as a percentage.
3. The difference in mean bonus pay of full pay men and women expressed as a percentage.
4. The difference in median bonus pay of full pay men and women expressed as a percentage.
5. The proportion of men and women who received bonus pay.
6. The proportion of full pay men and women in each of four quartile bands.

This involves carrying out six calculations that show the difference between the average of men and women in our organisation. We are required to publish the results on our own website and a government website.

In relation to these measures, these data are based on staff paid on the data capture date through our payroll provider at 31 March 2023.

The results for the statutory calculations are:

1 The Mean Gender Pay Gap	The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.	30.27%
---------------------------	--	--------

This shows that overall, female employees received 30.27% lower pay than male employees. In other words, the average female employee would earn 69.73p for every £1 earned by a male employee.

2 The Median Gender Pay Gap	The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.	10.49%
-----------------------------	--	--------

This shows that overall there is a 1.49% difference between the median rate of pay between male and female employees.



3 The Mean Bonus Gender Pay Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.	N/A
---------------------------------	---	-----

There were no bonuses paid to employees during this period.

4 The Median Bonus Gender Pay Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	N/A
-----------------------------------	---	-----

There were no bonuses paid to employees during this period.

5 The Bonus Proportions Gender Pay Gap	The proportion of male and female relevant employees who were paid bonus pay during the relevant period.	N/A
--	--	-----

There were no bonuses paid to employees during this period.

6 The proportion of males and females in each quartile pay band			
	% Female	% Male	Grand Total
Lower Pay Band Quartile	95.12%	4.88%	100%
Lower Middle Pay Band Quartile	95.18%	4.82%	100%
Upper Middle Pay Band Quartile	95.12%	4.88%	100%
Upper Pay Band Quartile	86.59%	13.41%	100%
All Staff	93.01%	6.99%	100%

Supporting Statement and Narrative

Silverwood School operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

Silverwood School is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff, irrespective of gender, through our recruitment processes, pay policy and professional development. All our roles are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

Silverwood School is committed to offering flexible working opportunities, and many employees do benefit from flexible working enjoying a better work/life balance. In line with education roles nationally, many of our employees work part time. Silverwood School has adopted two model Wiltshire Council policies: Equality and Diversity Policy and Procedures; and the Flexible Working policy and Procedure, both of which are reviewed annually for latest best practice.



Within the education sector, it is not unusual to see a high proportion of female employees compared with men, and Silverwood School works hard to both attract and retain both female and male employees. Silverwood School offers all departing employees the opportunity of an exit interview. This provides invaluable information and feedback, and where appropriate will feed into improving gender related policies.

The majority of roles within the School are part time, either aligning closely with those school hours for pupil attendance, or for part of that time. This reflects not only the number of working hours during the week, but also the number of weeks worked throughout the year. While this will impact on the average salaries of employees, it is also a major factor influencing applicants to the School and the continuation of employment of exiting employees.

It is recognised in education that:

- More women apply to work in the education sector due to attractive working patterns (i.e. part time and term time contracts) which can fit around childcare and other caring responsibilities.
- Part time work may be less highly paid.
- Many female returners to employment apply to the public sector.
- Female staff are more likely to have career breaks and may not progress into senior leadership roles.

Silverwood School uses the pay scales for teaching staff in accordance with the School Teacher's Pay and Conditions document. For the majority of support staff, we use the pay scales set up by the NJC (National Joint Council for Local Government Services), and for one senior professional role, we use the Hay Pay Scale.

Staff move through the PayScale for their grade based on a thorough and robust performance management process, meaning that earnings are based on performance outcomes, irrespective of gender. We are confident that the gender pay gap reported is not an equal pay issue as our pay policy is gender neutral and decisions about staff pay are open, transparent and fair.

The School has a higher proportion of females in every quartile, including the upper quartile. The overall gender pay gap therefore reflects the workforce composition rather than pay inequalities.

The main area of concern for the School is the gender pay gap at Senior Leadership level. This is not a reflection of a greater number of male post holders compared with female, rather the pay differential between Heads of Learning and other senior roles.

The School has in place a development programme for aspiring Middle Leaders and Heads of Learning, providing development opportunities to all staff. The School has invested in *Inspiring Leadership* training for its Senior Leadership Team, and will consider rolling this out to middle managers/middle leaders in future.



The School has in place for recruitment processes, skills-based tasks and structured interviews and works to identify other appropriate training to support these processes.

The Governing Body reviews these data annually and will review the gender pay gap regularly. I can confirm that the information provided above has been prepared from our payroll data at 31 March 2023 and fairly represents the Gender Pay Gap information for Silverwood School.

A handwritten signature in black ink, appearing to read "S. McKeown".

Sean McKeown

Executive Headteacher