



Wakefield Grammar School Foundation

GENDER PAY GAP REPORTING – FOR APRIL 2024

Wakefield Grammar School Foundation is now in the sixth year of Gender Pay Gap Reporting. Reporting reflects the requirements of the Equality Act 2010, where from April 2018 employers with 250 or more employees must publish specific figures about their gender pay gap, i.e. the difference between the average hourly rate of men and women.

This is different to 'Equal Pay' which looks at the difference in the pay between a man and a woman who carry out the same or similar job.

The following gender pay gap calculations are based on pay which employees received in **April 2024**.

- The difference in mean pay between genders = 17.32%
- The difference in median pay between genders = 24.65%
- The difference in mean bonus payments between genders = N/A
- The difference in median bonus payments between genders = N/A
- The proportion of men in the workforce that received a bonus = N/A
- The proportion of women in the workforce that received a bonus = N/A

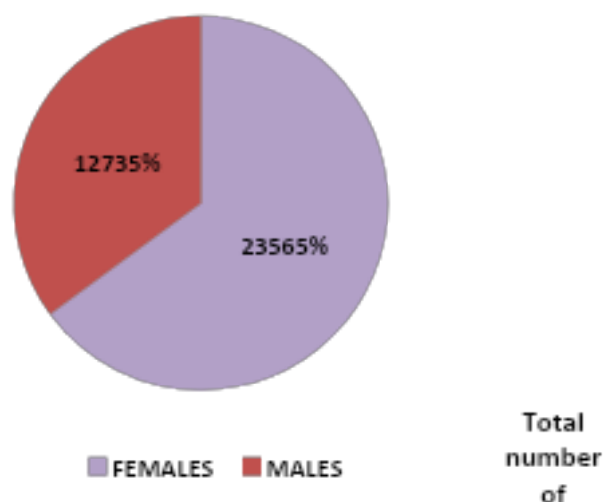
The regulations require the mean and median to be calculated based upon an individual's hourly rate of pay.

The 'mean' provides the 'average' figure, where the female and male hourly rates are all added together and then divided by the number of female and male staff respectively.

By contrast the 'median' is the middle value in any list of numbers. If all staff lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the hourly pay of the female in the middle of their line and the hourly pay of the male in the middle of their line.

Based upon the April 2024 payroll 362 employees were paid.

Number of Employees - Paid April 2024



The proportion of males and females in each quartile pay band

Employees were ranked in order of their pay from lowest to highest, and this range was then divided into 4 groups, two containing 91 and two containing 90 colleagues, in order to show the gender profile across the Foundation.

The number of men and women in each quartile of the pay range is as follows:

Pay Quartiles Split by Males & Females

| | Males | Females |
|--------------|-------|---------|
| Lower | 15% | 85% |
| Lower Middle | 32% | 68% |
| Upper Middle | 41% | 59% |
| Upper | 52% | 48% |

| | Number of Males | Number of Females |
|--------------|-----------------|-------------------|
| Lower | 14 | 77 |
| Lower Middle | 29 | 61 |
| Upper Middle | 37 | 53 |
| Upper | 47 | 44 |
| Total | 127 | 235 |

The pay quartiles show there is a significantly higher proportion of females than males in the lower quartiles. However, at the upper middle quartile female colleagues are heavily represented, and in the upper quartile the number of male and female colleagues is well balanced..

The Foundation aims to ensure salary levels are appropriate and attractive for the work undertaken, reflect the local employment market and are affordable for the Foundation. Payscale are published annually for teaching (based upon national guidelines) and support staff. The Foundation operates pay progression for teaching and support staff and in addition, teachers are paid allowances for additional responsibilities. Support staff job roles are paid according to a job evaluation scheme. Men and women who carry out the same job, similar jobs, or work of equal value are paid the same.

Bonus payments are not given at the Foundation.

The Foundation remains committed to fair and equitable remuneration and reward and this will continue to be a fundamental element of all of our policies.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'J. E. Cocker'.

Jenny Cocker
Director of Finance & Operations

March 2025