

## The Blue School – Gender Pay Gap Report for 2019/20

Based on 2018/19 Government Financial Year – March 2019

Mean gender pay gap in hourly pay	9.6% (female lower than male)			
Median gender pay gap in hourly pay	25.8% (female lower than male)			
Mean bonus gender pay gap in hourly pay	0%			
Median gender pay gap in hourly pay	0%			
Percentage of males and females receiving bonus pay	0%			
<b>Proportion of males and females in each quartile:</b>				
	Lower	Lower Middle	Upper Middle	Upper
Female	62.7%	78.0%	64.6%	60.2%
Male	37.3%	22.0%	35.4%	39.8%
<b>Supporting statement:</b>				
On behalf of The Blue School, I confirm the above figures as accurate.				
Name: Robert Salt				
Position: Business Manager				
Date: 22 <sup>nd</sup> May 2020				
<b>Supporting narrative:</b>				
<p>The Blue School operates two conditions of service for its employees – teachers and support. The Blue follows national agreements in relation to pay awards. It also follows fair and open HR practices eg: recruitment and job evaluation. The results reflect the reality that a majority of support staff postholders (posts paid significantly lower than for teaching roles) are female. The Blue employs most of its support services direct (limited out-sourcing), including lower paid roles in our in-house catering, sports centre, estates maintenance and cleaning staff. The results do reflect that there are less female teaching staff in leadership and management positions compared to their male counterparts. The change this year reflects the staffing establishment profile, that has reduced overall.</p>				