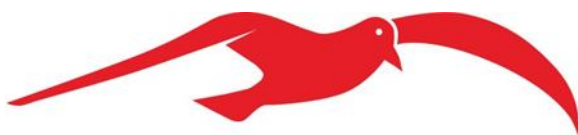


Gender Pay Gap Report

2021



THE JO RICHARDSON

SUCCESS FOR ALL

C O M M U N I T Y S C H O O L

ACHIEVE

We are an employer voluntarily choosing to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out statutory calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. This represents the data as at March 2021 and will be reviewed annually and published within one calendar year of the snapshot date involved.

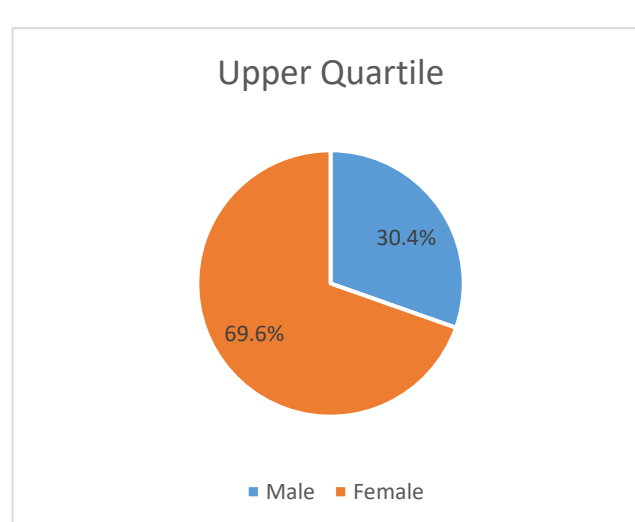
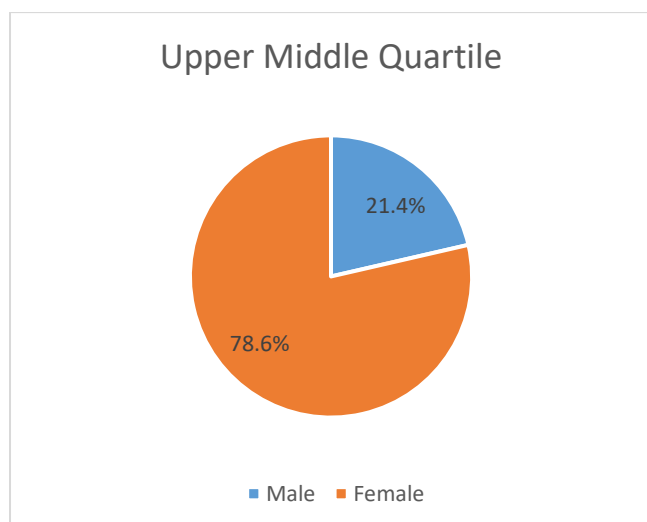
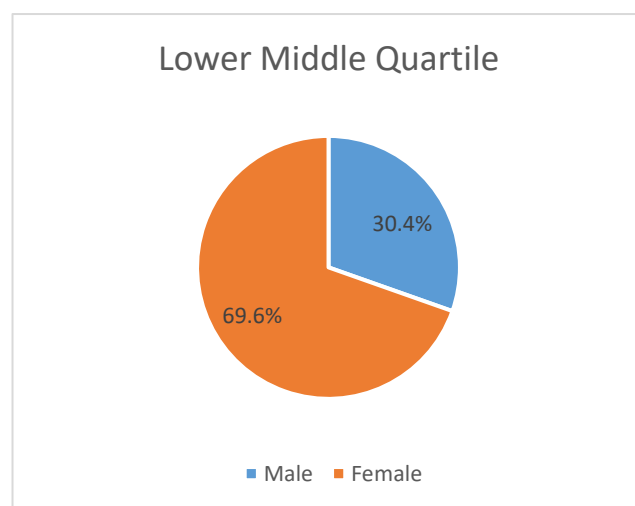
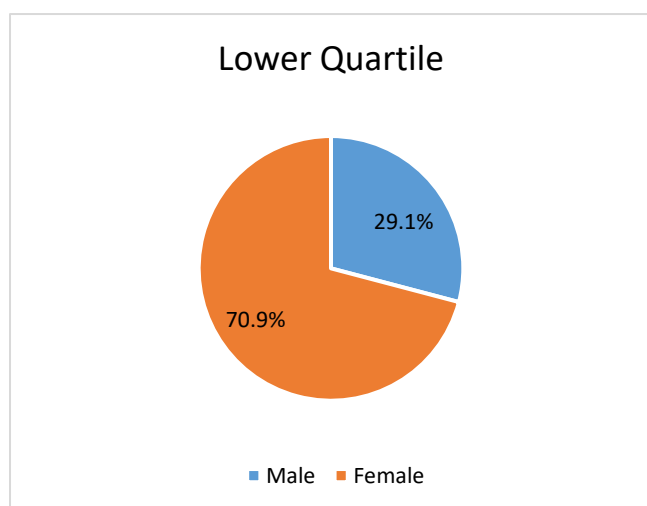
For The Jo Richardson Community School, please see the calculations below:

GENDER PAY AND BONUS GAP:

| Difference between Men and Women | Mean (Average) | Median (Middle) |
|----------------------------------|----------------|-----------------|
| Gender Pay Gap | 5.4% | -0.7% |
| Gender Bonus Gap | 0% | 0% |

| Bonus Payments | Male | Female |
|---------------------------------------|------|--------|
| Proportion of staff receiving a bonus | 0% | 0% |

PAY QUANTILES:



Of the entire workforce:

- 27.8% are male and 72.2% are female
- 45.7% are support staff and 54.3% are teaching staff
- 54.8% of the male workforce are teachers and 45.2% are support staff
- 54% of the female workforce are teachers and 46% are support staff

Of the support staff:

- 27.5% are male and 72.5% are female
- 30.4% primarily work as exam invigilators and leisure assistants
(22.6% of the male workforce occupy these roles and 10.6% of the female workforce occupy these roles)
- 98.2% of those in the Lower Quartile are support staff (29.1% of whom are male and 69.1% female)
- 71.4% of those in the Lower Middle Quartile are support staff (17.9% of whom are male and 53.6% female)
- 14.3% of those in the Upper Middle Quartile are support staff (3.6% of whom are male and 10.7% female)
- 0% of those in the Upper Quartile are support staff

Of the teaching staff:

- 28.1% are male and 71.9% are female
- 1.8% of those in the Lower Quartile are teaching staff (one member of staff who is female)
- 28.6% of those in the Lower Middle Quartile are teaching staff (12.5% of whom are male and 16.1% female)
- 85.7% of those in the Upper Middle Quartile are teaching staff (17.9% of whom are male and 67.9% female)
- 100% of those in the Upper Quartile are teaching staff (30.4% of whom are male and 69.6% female)

At JRCS, we apply national salary scales for both teaching and support staff, so there are standardised annual incremental increases for staff. In addition, teaching staff are part of a performance-related pay system.

We have a much higher ratio of female to male employees (72.2% female to 27.8% male). This ratio is not directly reflected in any of the Quartiles this year – females are under-represented in the Lower, Lower Middle and Upper Quartiles, and are over-represented in the Upper Middle Quartile, although all quartiles are fairly close to the ratio of female to male employees.

The Lower Quartile, which is 29.1% male and 70.9% female has seen a shift following recruitment of more male staff for invigilating and casual work. The majority of our invigilators, casual and lower grade support staff are still female. In addition, a greater proportion of the term time and casual workforce are female – 73.6% compared to 26.4% male.

The improvement in the gender pay gap seems to be as a result of the increase in percentage of female teachers. Previously 49.7% of the female workforce were teachers – this has increased to 54% in March 2021 and has been increasing year on year since the first Gender Pay Gap report in 2017, when the percentage was 41.6%. This has also resulted in a decrease in the mean gender pay gap, and created a negative median gender pay gap this year.

The Upper Quartile band represents those who either hold senior or middle leadership positions in the school or who have moved up the salary scale due to their length of service.

The school actively promotes equal opportunities in all aspects of its recruitment process and employment flexibility. We continually review our systems to ensure that we are actively supporting all our staff to achieve their full professional potential.



Lisa Keane
Headteacher
The Jo Richardson Community School