

Gender Pay Gap Report

2022



THE JO RICHARDSON

SUCCESS FOR ALL

COMMUNITY SCHOOL

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 2022 and will be reviewed annually and published within one calendar year of the snapshot date involved.

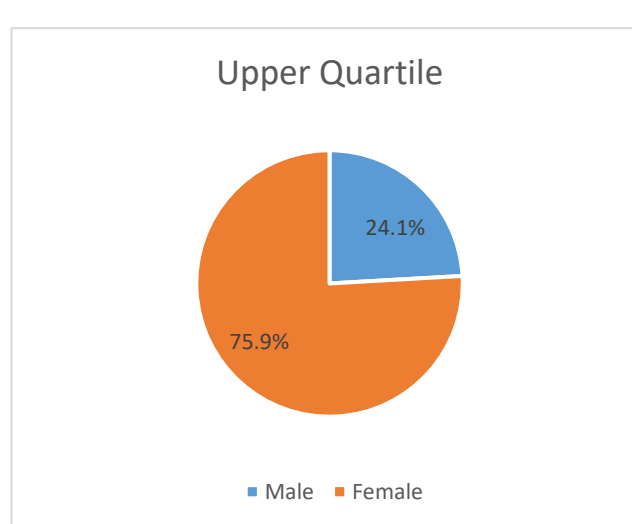
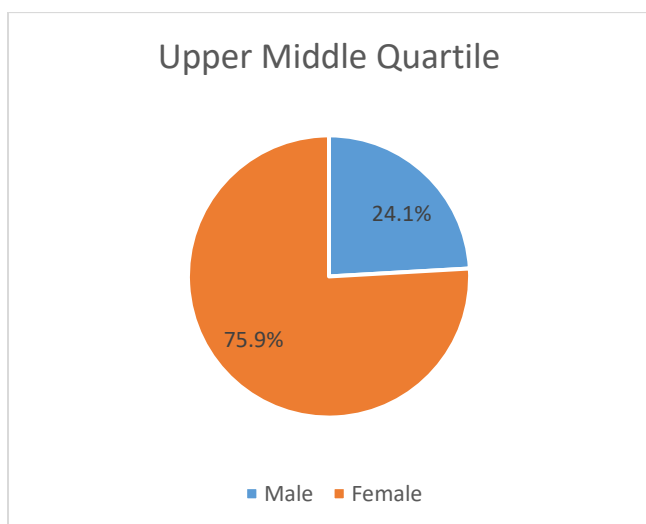
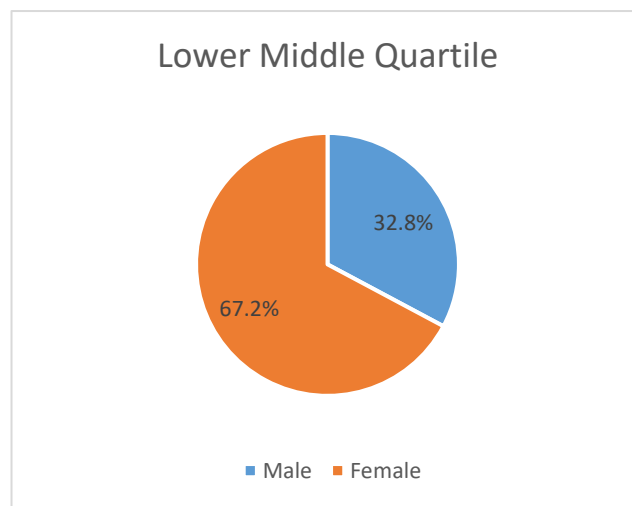
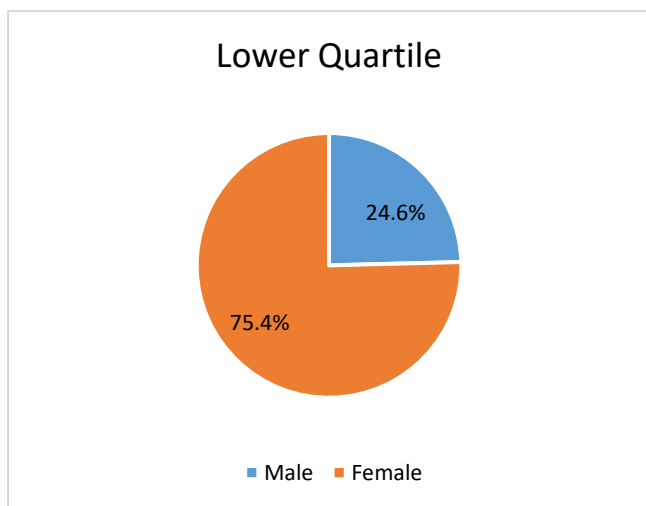
For The Jo Richardson Community School, please see the calculations below:

GENDER PAY AND BONUS GAP:

Difference between Men and Women	Mean (Average)	Median (Middle)
Gender Pay Gap	-1.5%	-5.7%
Gender Bonus Gap	0%	0%

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

PAY QUANTILES:



Of the entire workforce:

- 26.4% are male and 73.6% are female
- 49.4% are support staff and 50.6% are teaching staff
- 49.2% of the male workforce are teachers and 50.8% are support staff
- 51.2% of the female workforce are teachers and 48.8% are support staff

Of the support staff:

- 27.2% are male and 72.8% are female
- 36% primarily work as exam invigilators and leisure assistants
(24.6% of the male workforce occupy these roles and 15.3% of the female workforce occupy these roles)
- 100% of those in the Lower Quartile are support staff (24.6% of whom are male and 75.4% female)
- 87.9% of those in the Lower Middle Quartile are support staff (25.9% of whom are male and 62.1% female)
- 10.3% of those in the Upper Middle Quartile are support staff (3.4% of whom are male and 6.9% female)
- 0% of those in the Upper Quartile are support staff

Of the teaching staff:

- 25.6% are male and 74.4% are female
- 0% of those in the Lower Quartile are teaching staff
- 12.1% of those in the Lower Middle Quartile are teaching staff (6.9% of whom are male and 5.2% female)
- 89.7% of those in the Upper Middle Quartile are teaching staff (20.7% of whom are male and 69% female)
- 100% of those in the Upper Quartile are teaching staff (24.1% of whom are male and 75.9% 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 (73.6% female to 26.4% male). This ratio is not directly reflected in any of the Quartiles this year – females are under-represented in the Lower Middle Quartile, and are over-represented in the Lower, Upper Middle and Upper Quartiles, although all quartiles are fairly close to the ratio of female to male employees.

The Lower Quartile, which is 24.6% male and 75.4% female, has seen a shift following recruitment of more male staff for 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 – 74.7% compared to 25.3% male.

The improvement in the gender pay gap is mainly as a result of the change in SLT. In March 2021 our Headteacher was male, and we now have a female Headteacher. In addition, four more male teachers have left since the last report, and as a result there is a higher percentage of female teachers in the Upper Quartile. This has resulted in an increase in the negative median gender pay gap, and also resulted in a negative mean 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