

Gender Pay Gap Report

2023



THE JO RICHARDSON

SUCCESS FOR ALL

COMMUNITY SCHOOL

ACHIEVE

The Gender Pay Gap Report 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 2023 and will be reviewed annually and published within one calendar year of the snapshot date involved.

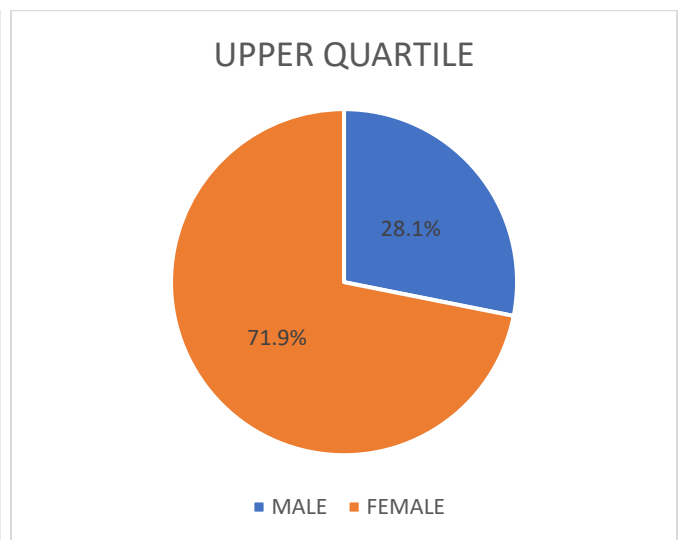
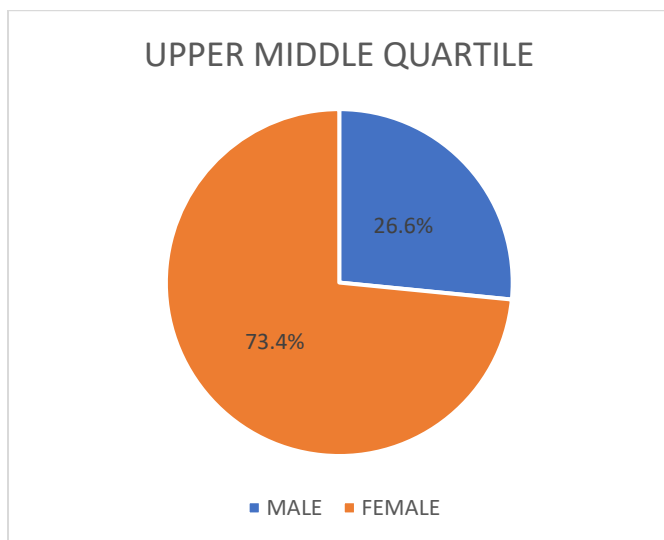
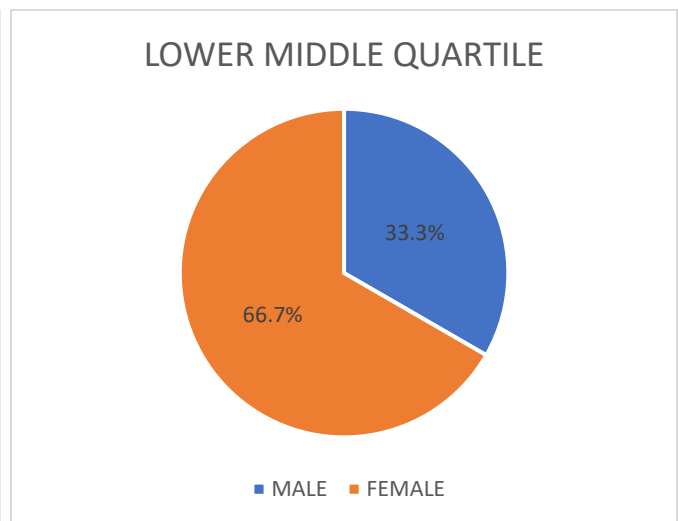
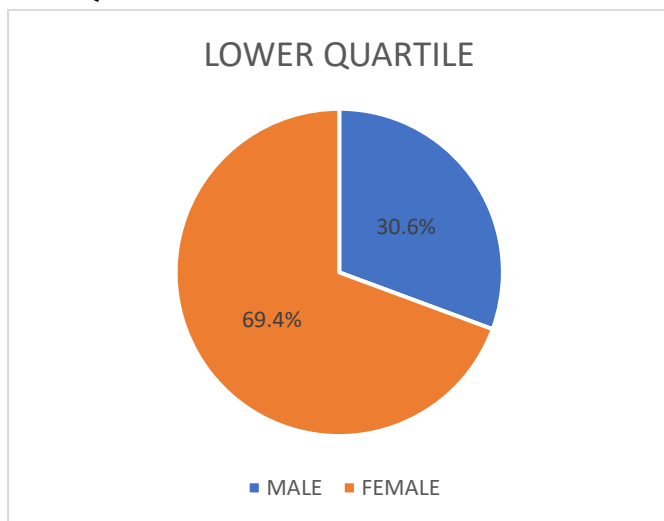
For The Jo Richardson Community School, please see the calculations below:

GENDER PAY AND BONUS GAP:

Difference between Men and Women	Mean (Average)	Median (Middle)
Gender Pay Gap	1.1%	-10.4%
Gender Bonus Gap	0%	0%

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

PAY QUARTILES:



Of the entire workforce:

- 29.7% are male and 70.3% are female
- 55.5% are support staff and 44.5% are teaching staff
- 39.5% of the male workforce are teachers and 60.5% are support staff
- 46.7% of the female workforce are teachers and 53.3% are support staff

Of the support staff:

- 32.4% are male and 67.6% are female
- 36.6% primarily work as exam invigilators and leisure assistants
(15.5% of the male workforce occupy these roles and 21.1% of the female workforce occupy these roles)
- 100% of those in the Lower Quartile are support staff (31.3% of whom are male and 68.7% female)
- 96.8% of those in the Lower Middle Quartile are support staff (31.3% of whom are male and 65.6% female)
- 25% of those in the Upper Middle Quartile are support staff (9.4% of whom are male and 15.6% female)
- 0% of those in the Upper Quartile are support staff

Of the teaching staff:

- 26.3% are male and 73.7% are female
- 0% of those in the Lower Quartile are teaching staff
- 3.2% of those in the Lower Middle Quartile are teaching staff (1.6.9% of whom are male and 1.6% female)
- 75% of those in the Upper Middle Quartile are teaching staff (17.2% of whom are male and 57.8% female)
- 100% of those in the Upper Quartile are teaching staff (28.1% of whom are male and 71.9% female)

At JRCS, our approach to pay is gender neutral and 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 (70.3% female to 29.7% male). Females are under-represented in the Lower and Lower Middle Quartiles and are overrepresented in the Upper Middle and Upper Quartiles, although all quartiles are fairly close to the ratio of female to male employees.

The Lower Quartile, which is 30.6% male and 69.4% 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 – 70.1% compared to 29.9% male.

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