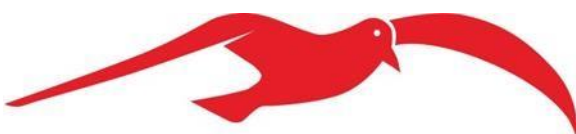


Gender Pay Gap Report

2024



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.

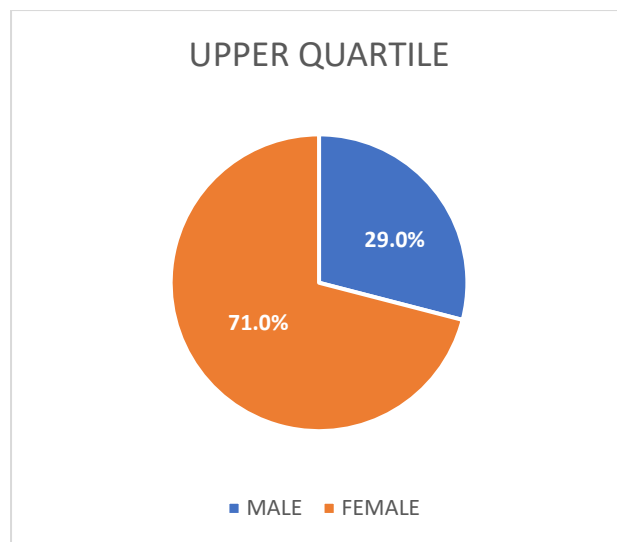
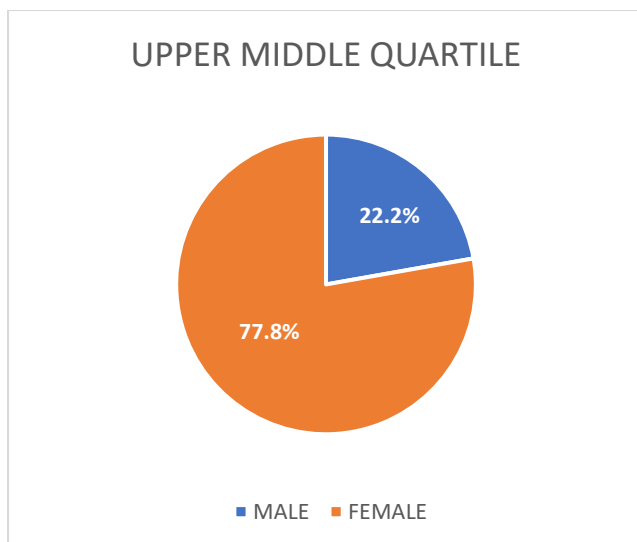
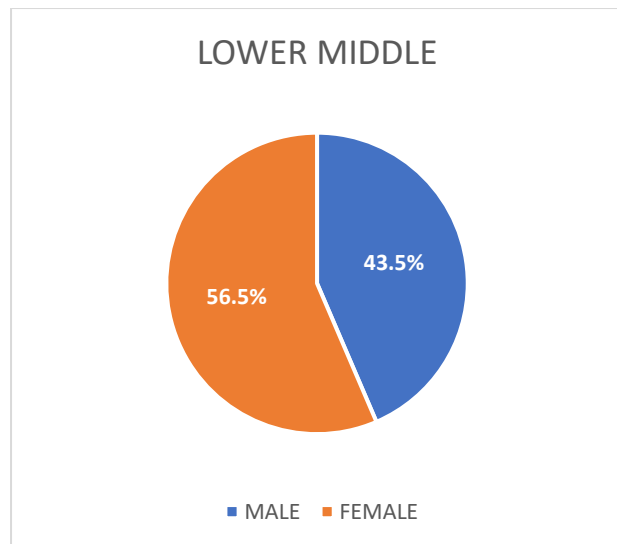
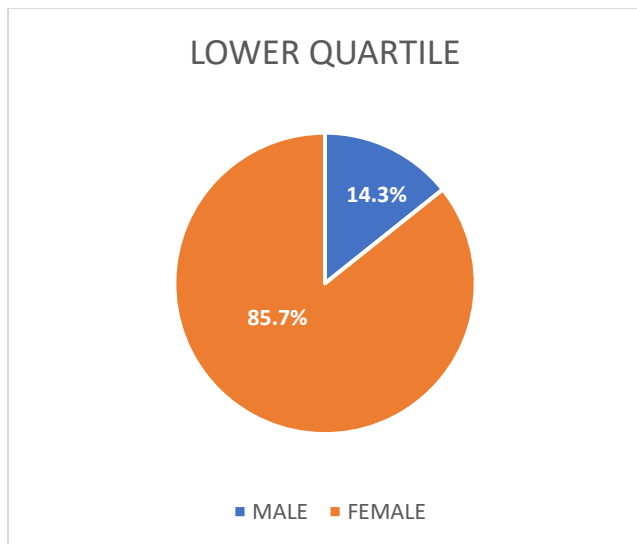
For The Jo Richardson Community School, please see the calculations below:

GENDER PAY AND BONUS GAP:

Difference between Men and Women	Mean (Average)	Median (Middle)
Gender Pay Gap	1%	-11.9%
Gender Bonus Gap	0%	0%

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

PAY QUANTILES:



Of the entire workforce:

- 27.2% are male and 72.8% are female
- 53.2% are support staff and 46.8% are teaching staff
- 41.2% of the male workforce are teachers and 58.8% are support staff
- 48.9% of the female workforce are teachers and 51.1% are support staff

Of the support staff:

- 30.1% are male and 69.9% are female
- 36.1% primarily work as exam invigilators and leisure assistants
(14.3% of the male support workforce and 21.8% of the female support workforce occupy these roles)
- 100% of those in the Lower Quartile are support staff (14.3% of whom are male and 85.7% female)
- 95.2% of those in the Lower Middle Quartile are support staff (43.6% of whom are male and 51.6% female)
- 17.5% of those in the Upper Middle Quartile are support staff (6.4% of whom are male and 11.1% female)
- 0% of those in the Upper Quartile are support staff

Of the teaching staff:

- 23.9% are male and 76.1% are female
- 0% of those in the Lower Quartile are teaching staff
- 4.8% of those in the Lower Middle Quartile are teaching staff (all of whom are female)
- 82.6% of those in the Upper Middle Quartile are teaching staff (15.9% of whom are male and 66.7% female)
- 100% of those in the Upper Quartile are teaching staff (29% of whom are male and 71% 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 (72.8% female to 27.2% male).

- Males are under-represented, and females are over-represented in Lower Quartile
- Males are over-represented, and females are under-represented in the Lower Middle Quartile
- Representation in the Upper Middle and Upper Quartiles are fairly close to the ratio of female to male employees.

The Lower Quartile, which is 14.3% male and 85.7% female, has seen a shift following recruitment of more female 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 (72% female compared to 28% male).

The Upper Quartile band represents those who 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