

## Kesgrave gender pay gap summary March 2019

### The gender paygap

The median gender pay gap for Kesgrave High School based on salary figures for 2017- 2018 was calculated in March 2019 at 22.7%, The UK average for all employees is 18.4% (the latest available national figure). Best practice is for the gender pay gap to be below 10%, and so as a leadership team we acknowledge that there is more to be done in reducing the gap in the coming years where possible.

### Breakdown of the Kesgrave data

We have 147 female staff and 70 male staff. This is 21 more female staff than last year and 4 male. Several new associate staff appointments, including teaching assistants and administrative staff were made and several NQT teachers were added to the teaching workforce. This year, more women joined Kesgrave High School in total but did so in the lower and middle pay quartiles. In addition, several female colleagues who were in the upper quartile retired or went on to promoted posts in other schools. As a result our mean gender pay gap has increased from last year by 5%. The vast majority of organisations have a gender pay gap. While acknowledging that there is more to be done to reduce the gender pay gap, we are able to report that the gender pay gap at the Kesgrave High School compares similarly with those of other educational organisations.

Kesgrave High School actively promotes equal pay for equal work and encourages flexible working for everyone by offering a range of different flexible arrangements across our organisation, regardless of role or level. This ensures that all our employees – both male and female – have the opportunity to work in the best way for both their career aspirations and their home life.

***The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.***

### Work on reducing the gender pay gap

Kesgrave High School led by the Governors and Senior Leadership Team, is committed to fair pay irrespective of gender. We will continue to build on actions and initiatives that include the following.

- Exploring future opportunities to help women progress in their careers.
- Support for women returning to work.
- Continuous improvement of the recruitment process and exploration of opportunities to remove unconscious bias in all stages of our recruitment process.
- Encouraging men to take advantage of arrangements that enable them to fulfil their caring responsibilities.
- Monitoring pay as part of our commitment to regular review of the Pay and Conditions Policy
- Exploring how we can attract more female employees into senior roles in our organisation to create a more even gender pay balance.