



GENDER PAY GAP - RESULTS 2024

Gender Pay Reporting

The Pocklington School Foundation promotes the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policies and professional development.

From April 2017, all UK organisations employing over 250 staff make annual reports on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women, regardless of their role or seniority. This measurement is distinct from equal pay as it is not measuring parity of pay for similar roles but the average pay of all roles and is more about the representation of women in the Foundation especially in senior roles. A positive result favours men.

Mean: overall indication of the size of the pay gap calculated by adding up the hourly rate of staff and dividing by the number of staff, for each gender; the gap is calculated by subtracting the mean for women from the mean for men, and dividing by the mean for men, expressed as a percentage.

Median: identifies the 'typical situation'. Helps show whether the data is skewed in some way. After identifying the middle of the whole range of rates of pay for men and for women, subtract the median for women from the median for men, and divide by the median for men, expressed as a percentage.

2024

The eighth annual measurement of the gender pay gap within the Foundation took place in April 2024. 69 women and 34 men had sacrificed salary, and their hourly rates are therefore reduced.

Table 1: Mean and median gender pay gaps at 5 April 2024

Mean Gender Pay Gap	16.64%	Median Gender Pay Gap	40.38%
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Table 2: Distribution by gender by percentage of men and women in each pay quartile

Gender	Quartile 4 (%)			Quartile 3 (%)			Quartile 2 (%)			Quartile 1 (%)		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Female	73	75	71	70	70	78	73	76	73	50	49	55
Male	27	25	29	30	30	22	27	24	27	50	51	45

Statutory Declaration

We confirm that the data and information presented in this 2024 report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

N ROBSON

Chair Finance Committee

December 2024