

## GENDER PAY GAP - RESULTS 2023

### 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.

### 2023

The seventh annual measurement of the gender pay gap within the Foundation took place in April 2023. Sixty one women and twenty seven men had sacrificed salary and their hourly rates are therefore reduced.

*Table 1: Mean and median gender pay gaps at 5 April 2023*

<b>Mean Gender Pay Gap</b>	<b>16.34%</b>	<b>Median Gender Pay Gap</b>	<b>31.98%</b>
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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 (%)		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Female	76	73	75	70	70	70	76	73	76	47	50	49
Male	24	27	25	30	30	30	24	27	24	53	50	51

*Table 3: Bonuses paid to staff in 2022/23*

<b>Mean Gender Bonus Pay Gap</b>	<b>19.52%</b>	<b>Median Gender Bonus Pay Gap</b>	<b>13.17%</b>
Percentage of men who received bonus	<b>58.14%</b>	Percentage of women received bonus	<b>66.86%</b>

### *Statutory Declaration*

We confirm that the data and information presented in this 2023 report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

N ROBSON  
Chair Finance Committee

September 2023