

GENDER PAY REPORTING

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The analysis is based on data as at 5th April each year. The gender pay gap shows the differences in the average pay between men and women.

At ESMS we are dedicated to the principles of equality in the workplace. We are confident that individuals in the same roles will be paid the same, regardless of gender, and that our pay gap is driven by the make-up of our workforce.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay.

PAY GAP

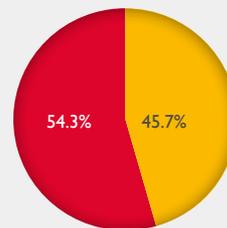
Mean and median gender pay gap based on hourly rates of pay.

	difference between men and women	
	Mean	Median
Pay gap 2020	11.9%	28%
Pay gap 2019	19.9%	29.8%
Pay gap 2018	16.8%	28.6%

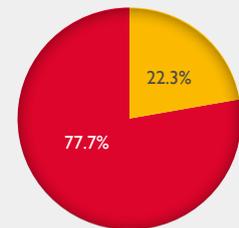
PAY QUARTILES

Gender distribution across four equally sized pay quartiles.

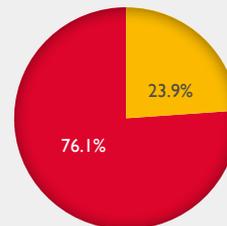
QUARTILE 1



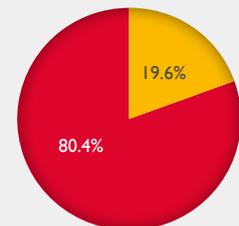
QUARTILE 2



QUARTILE 3



QUARTILE 4



● MALE ● FEMALE

Similar to the previous two years, female staff are in the majority in each quartile.

The headline figures are a median pay gap of 28% (29.8% in 2019) and a mean pay gap of 11.9% (19.9% in 2019). The variance in the mean gender pay gap is marked. Variances relate to the departure of a high earning male employee, and promotions for a number of female staff.

Of note, is an increase between 2019 and 2020 across both quartiles 1 and 2 of the number of females represented. In the highest paid quartile, an increase from 52.6% to 54.3%, and in the second quartile, an increase from 75.2% to 77.7%.

Female staff consistently represent greater numbers in the bottom quartiles with an increase of 105 female staff in 2017 to 111 in 2020. The number of male staff has reduced in the bottom quartile as some support functions with greater male representation have been outsourced.

The figures in the lower quartiles are further skewed by a higher number of female staff electing for flexible working and part time roles.

In summary, the average percentages are improving, and the position is healthier than the sector average.

CONFIRMATION STATEMENT

The data above represents Erskine Stewart's Melville Schools' gender pay gap in line with the reporting requirements. I am confident that men and women are paid equally for doing the same job, via the application of our incremental teaching and support staff pay scales, and that the data shown is accurate. As an organisation, we will continue to monitor our gender pay gap and we remain dedicated to the principles of equality in the workplace.



L A Moule, Principal