

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

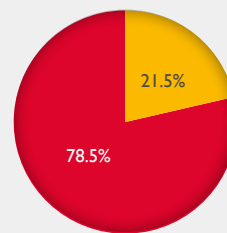
Mean and median gender pay gap based on hourly rates of pay.

	difference between men and women	
	Mean	Median
Pay gap 2023	17.5%	25.6%
Pay gap 2022	14%	28.9%
Pay gap 2021	11.8%	29.4%

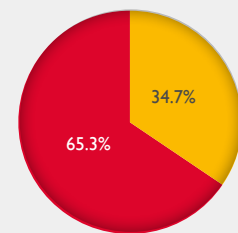
PAY QUANTILES

Gender distribution across four equally sized pay quartiles.

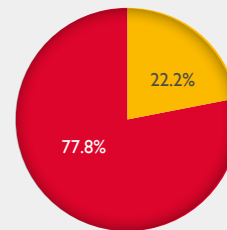
QUARTILE 1



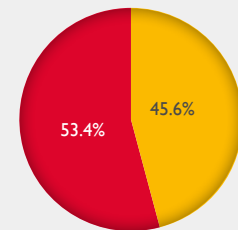
QUARTILE 2



QUARTILE 3



QUARTILE 4



● MALE ● FEMALE

Female staff remain in the majority in each quartile.

The headline figures are a median pay gap of 25.6% (28.9% in 2022) and a mean pay gap of 17.5% (14% in 2022). The variance in the mean gender pay gap has deteriorated in the year. The pay gap relates to differences in pay within the teaching staff where the average male salary is 22% higher than female salaries in the same population, negatively weighted by the inclusion of teaching assistants in the population – a role where women outnumber men ten to one. Conversely, amongst support staff, the gender pay gap has reduced to 0.8%.

Positively, more women are now in the top 25% of earners. This is partly because some staff have returned from maternity, and some female staff have moved to middle management positions. It also reflects changes to the dataset, as some higher paid men left, and the threshold for upper quartile now includes more staff who previously sat in the quartile 2 salary banding.

There has been an increase from 55.47% to 78.5% of females represented in quartile 1, although there has been a decrease in quartile 2 from 74.1% to 65.3%. The increase reflects a higher percentage of men currently paid above the whole staff median in comparison with women.

Female staff still represent a greater number in the bottom quartile, although the balance has moved with only 75 in 2023 compared to 110 in 2022. The change resulting from a greater percentage of male cleaners being appointed.

In summary, the mean figure has deteriorated slightly although 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.



Anthony Simpson, Principal