

## 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

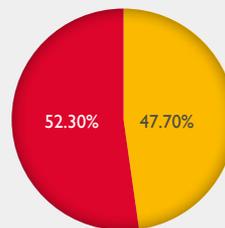
Mean and median gender pay gap based on hourly rates of pay.

	difference between men and women	
	Mean	Median
<b>Pay Gap 2018</b>	16.8%	28.6%
<b>Pay Gap 2017</b>	19.1%	42.4%

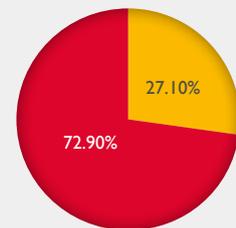
## PAY QUANTILES

Gender distribution across four equally sized pay quartiles.

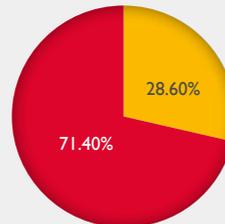
QUARTILE 1



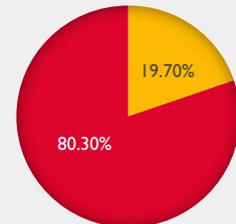
QUARTILE 2



QUARTILE 3



QUARTILE 4



MALE FEMALE

Female staff are in the majority in each quartile.

The figures show a positive change. The headline figures are a median pay gap of 28.6% (42.4% in 2017) and a mean pay gap of 16.8% (19.1% in 2017). There are several reasons for this. Firstly this is as a result of changes in personnel; there were over 50 changes in staff between 2017 and 2018. Additionally, fewer occasional staff were on our payroll in April 2018, which moved the figure picked as the median value. These changes in personnel are not uncommon nor do they reflect any underlying change in business. Issues such as the timing of Easter will impact the number of Sports Centre staff on the payroll during spring.

Another reason is the impact of National Living Wage legislation, which has resulted in an effective pay increase for the lowest-paid staff that is greater than that awarded to the remainder of the workforce. This narrows the pay gap across our scales and disproportionately benefits women as a higher proportion of women work in part-time support staff roles (such as teaching assistant, cleaning and wraparound care).

## 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