

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

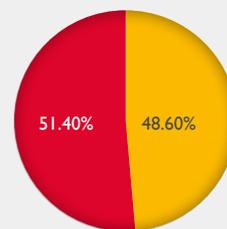
Mean and median gender pay gap based on hourly rates of pay.

	difference between men and women	
	Mean	Median
Pay Gap	19.1%	42.4%

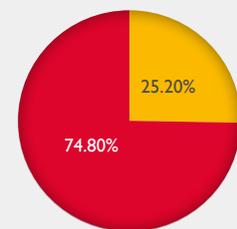
PAY QUARTILES

Gender distribution across four equally sized pay quartiles.

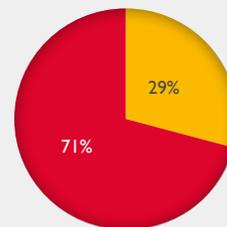
QUARTILE 1



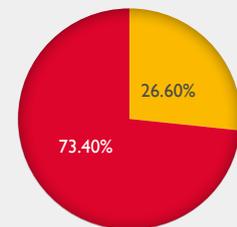
QUARTILE 2



QUARTILE 3



QUARTILE 4



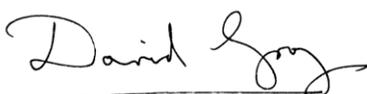
● MALE ● FEMALE

Female staff are in the majority in each quartile.

The most evenly balanced quartile is the 1st or Highest, with 51.4% female and 48.6% male employees. Women comprise more than 70% of the other three quartiles and within these there are a range of different job roles.

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.



J N D Gray, Principal