

Gender Pay Gap Report March 2024

What is gender pay gap reporting?

From 2017, organisations with over 250 employees has to publicly report on its gender pay gap. The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The report shows the gender pay gap in six different ways:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average – n/a
- Average bonus gender pay gap as a median average – n/a
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment – n/a
- Proportion of males and females when divided into four group ordered from lowest to highest pay – n/a

The **mean** gender pay gap is the difference between the average hourly rate of pay of male full pay employees and that of female full pay employees.

The **median** gender pay gap is the difference between the hourly rate of pay of male full-pay employees and that of female full-pay employees.

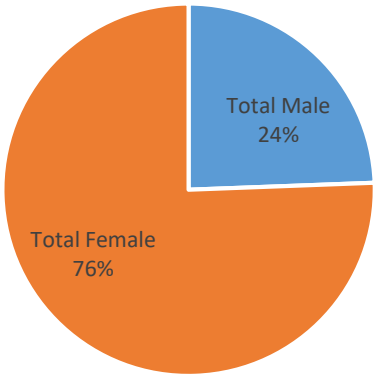
We collected our data on 31st March 2023, our workforce consisted of 183 females and 66 males. Our figures show that Poole High School has a mean gender pay gap of 12.9% and a median gender pay gap of 10.78%.

Poole High School staff do not receive bonuses.

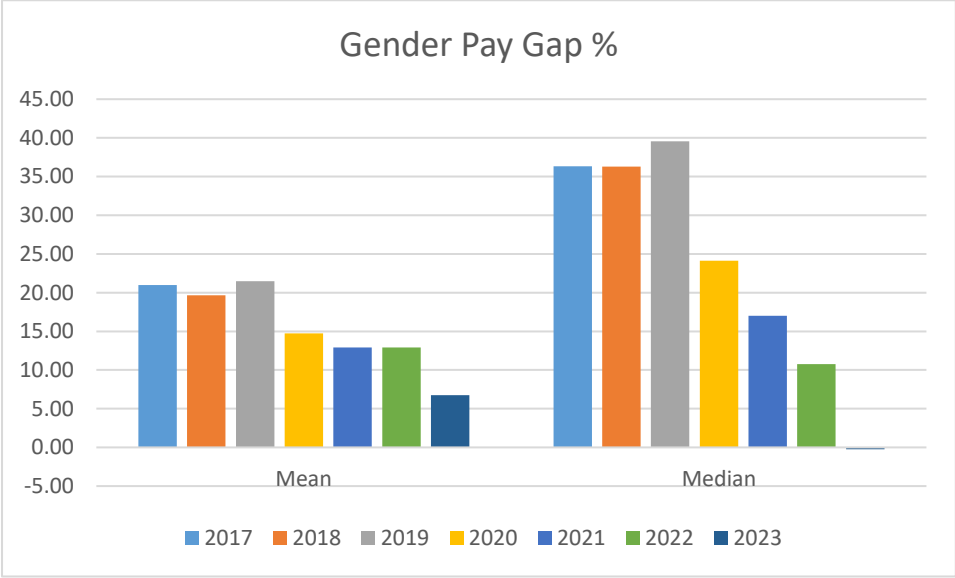
Mean gender pay gap in hourly pay	6.73%
Median gender pay gap in hourly pay	-0.24%
Difference in mean bonus payments	N/A
Difference in median bonus payments	N/A

In common with the education sector, Poole High School is predominately female with 73% of the workforce being female.

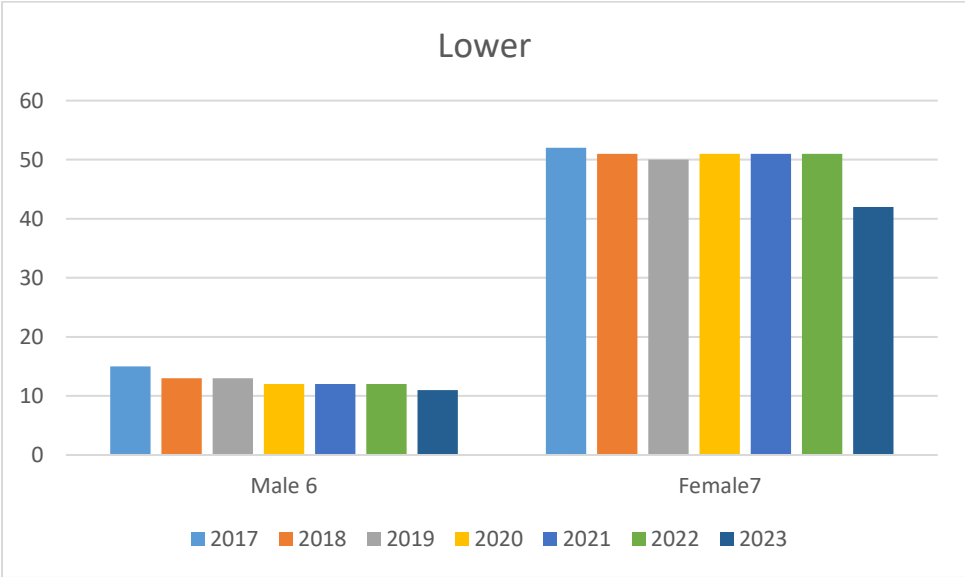
Poole High School Workforce



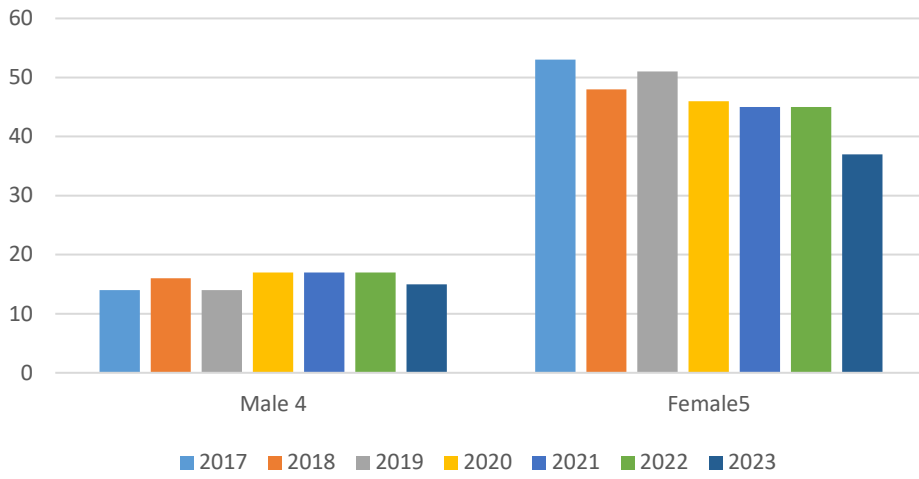
Gender Pay Gap Mean & Median percentage



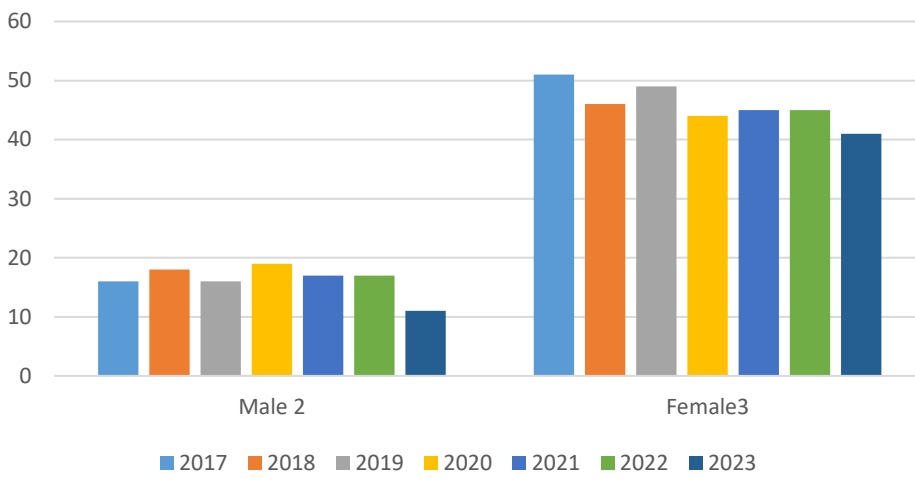
Percentage of men and women in each quartile



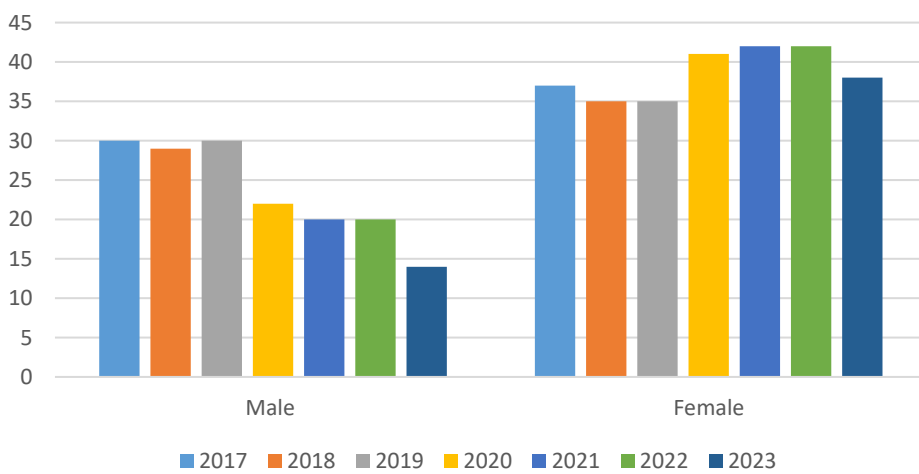
Lower Middle Quartile %



Upper Middle

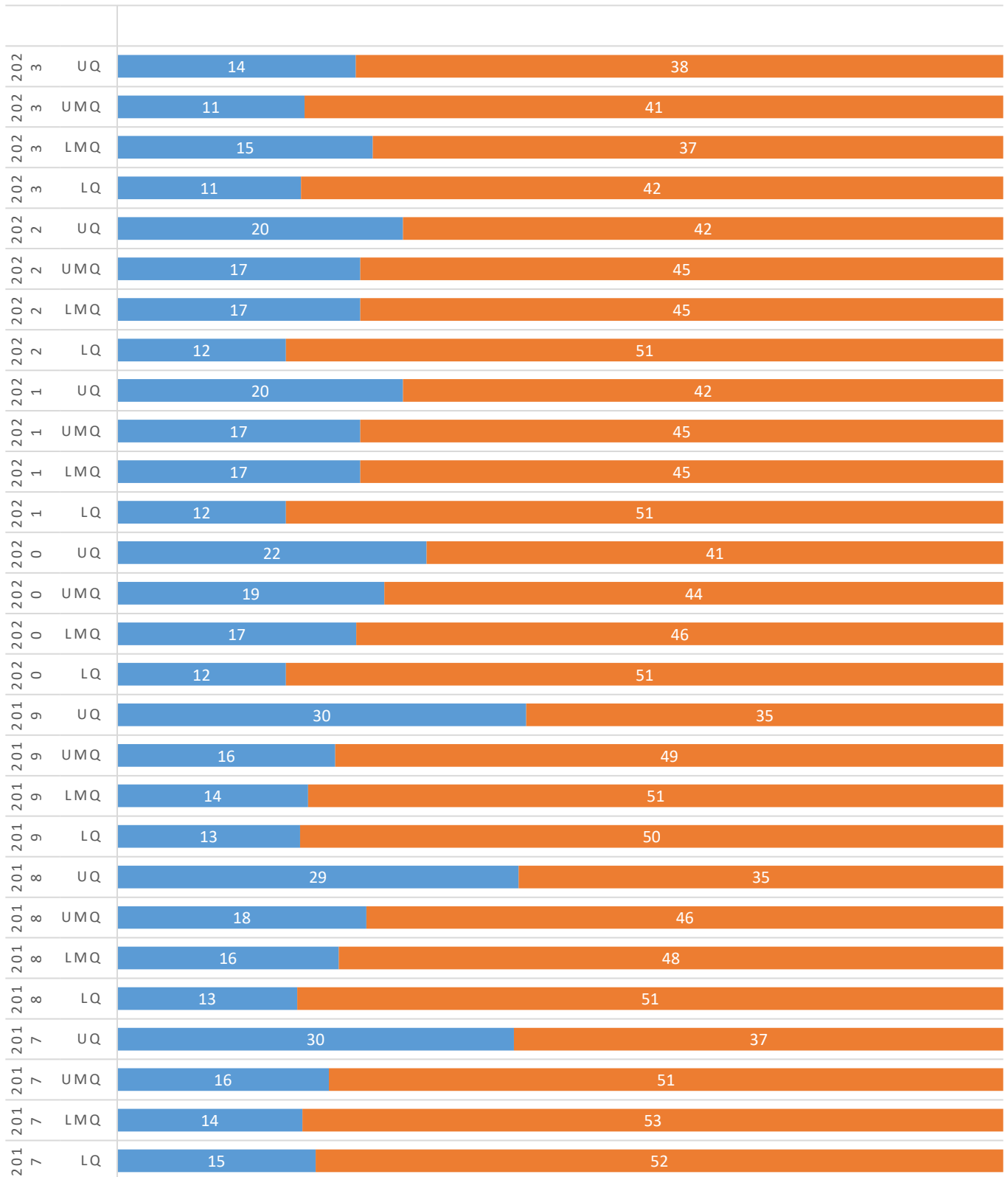


Upper Quartile %



NUMBER OF MEN AND WOMEN IN EACH PAY QUARTILE

■ Male ■ Female



The gaps in the mean and median hourly rate are due to having high numbers of females working in the lower/middle quartile. The higher paid males are in the upper pay quartile. We have predominately more females working in the support staff roles (cleaning, catering, administration and student support). The upper quartile is more balanced as these roles are experienced Teachers and the Senior Leadership Team.

The current Headteacher is male, therefore this will also impact the mean and median gap. The gap has become smaller due to more females in the upper pay quartile.

All roles receive equal remuneration as per the Equality Act 2010.

Action Plan

- **Explore how we can attract more men into both teaching and support roles to create a more even gender balance.**

As an equal opportunities employer, we firmly believe in appointing the best candidate into an education role, regardless of their gender or other factors covered in the Equality Act.