

Brentwood School
GENDER PAY REPORTING 2023

1. Mean Hourly Rate Gender Pay Gap 8.59% (7.21%)

2. Median Hourly Rate Gender Pay Gap 16.12% (7.02%)

3. Gender Quartile Percentages

Upper Quartile

Proportion of Males is (2023 38%) (2022 40%) (2021 43%)

Proportion of Females is (2023 62%) (2022 60%) (2021 57%)

Upper Middle Quartile

Proportion of Males is (2023 37%) (2022 30%) (2021 33%)

Proportion of Females is (2023 63%) (2022 70%) (2021 67%)

Lower Middle Quartile

Proportion of Males is (2023 26%) (2022 24%) (2021 21%)

Proportion of Females is (2023 74%) (2022 76%) (2021 79%)

Lower Quartile

Proportion of Males is (2023 30%) (2022 34%) (2021 33%)

Proportion of Females is (2023 70%) (2022 66%) (2021 67%)

Commentary

1. There is a negligible gender pay gap at Brentwood School with the same rate paid for the same role regardless of gender.
2. For Teachers, the Mean Hourly Gender Pay Gap is 1.82% and the Median Hourly Pay Gap is 0.5%.
3. Teaching Staff, regardless of gender, are paid according to a formal Salary Scale, with automatic increases through the salary bands subject to satisfactory development. Teachers are required to submit evidence of performance to move through band threshold.
4. For Teaching Support Staff, the Mean Hourly Gender Pay Gap is -3.85% and the Median Hourly Pay Gap is -7.97%.
5. For Support Staff, the Mean Hourly Gender Pay Gap is 3.78% and the Median Hourly Pay Gap is -3.30%.
6. Support Staff roles are paid at a full-time equivalent rate appropriate to the evaluation of the role.
7. Support staff figures reflect gross pay after reduction for a pension salary sacrifice scheme introduced from January 2023.

Signed by the Chairman of Governors, Lord Black of Brentwood



18th March 2024