



## Silverwood School – Gender Pay Gap Report

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer of over 250 employees, Silverwood School is required to measure and report on the gender pay gap in the organisation. Silverwood School is a public sector body and has a data capture date of 31 March each year.

Under the regulations there is a requirement to report on the following six measures:

1. The difference in the mean pay of full pay men and women expressed as a percentage.
2. The difference in median pay of full men and women expressed as a percentage.
3. The difference in mean bonus pay of full pay men and women expressed as a percentage.
4. The difference in median bonus pay of full pay men and women expressed as a percentage.
5. The proportion of men and women who received bonus pay.
6. The proportion of full pay men and women in each of four quartile bands.

This involves carrying out six calculations that show the difference between the average of men and women in our organisation. We are required to publish the results on our own website and a government website.

In relation to these measures, these data are based on staff paid on the data capture date through our payroll provider at 31 March 2024

The results for the statutory calculations are:

1 The Mean Gender Pay Gap	The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.	25.98%
---------------------------	--	--------

This shows that overall, female employees received 25.98 % lower pay than male employees. In other words, the average female employee would earn 74.02p for every £1 earned by a male employee.

2 The Median Gender Pay Gap	The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.	9.73%
-----------------------------	--	-------

This shows that overall there is a 9.73% difference between the median rate of pay between male and female employees.



3 The Mean Bonus Gender Pay Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.	N/A
---------------------------------	---	-----

There were no bonuses paid to employees during this period.

4 The Median Bonus Gender Pay Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.	N/A
-----------------------------------	---	-----

There were no bonuses paid to employees during this period.

5 The Bonus Proportions Gender Pay Gap	The proportion of male and female relevant employees who were paid bonus pay during the relevant period.	N/A
--	--	-----

There were no bonuses paid to employees during this period.

6 The proportion of males and females in each quartile pay band			
	% Female	% Male	Grand Total
Lower Pay Band Quartile	96.67%	3.33%	100%
Lower Middle Pay Band Quartile	94.51%	5.49%	100%
Upper Middle Pay Band Quartile	94.51%	5.49%	100%
Upper Pay Band Quartile	90.00%	10.00%	100%
All Staff	93.92%	6.08%	100%

## Supporting Statement and Narrative

Silverwood School operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

Silverwood School is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff, irrespective of gender, through our recruitment processes, pay policy and professional development. All our roles are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

Silverwood School is committed to offering flexible working opportunities, and many employees do benefit from flexible working enjoying a better work/life balance. In line with education roles nationally, many of our employees work part time. Silverwood School has adopted two model Wiltshire Council policies: Equality and Diversity Policy and Procedures; and the Flexible Working policy and Procedure, both of which are reviewed annually for latest best practice.



Within the education sector, it is not unusual to see a high proportion of female employees compared with men, and Silverwood School works hard to both attract and retain both female and male employees. Silverwood School offers all departing employees the opportunity of an exit interview. This provides invaluable information and feedback, and where appropriate will feed into improving gender related policies.

The majority of roles within the School are part time, either aligning closely with those school hours for pupil attendance, or for part of that time. This reflects not only the number of working hours during the week, but also the number of weeks worked throughout the year. While this will impact on the average salaries of employees, it is also a major factor influencing applicants to the school and the continuation of employment of exiting employees.

It is recognised in education that:

- More women apply to work in the education sector due to attractive working patterns (i.e. part time and term time contracts) which can fit around childcare and other caring responsibilities.
- Part time work may be less highly paid.
- Many female returners to employment apply to the public sector.
- Female staff are more likely to have career breaks and may not progress into senior leadership roles.

Silverwood School adheres to the pay scales outlined in the School Teachers' Pay and Conditions Document for teaching staff. For the majority of support staff, we follow the National Joint Council (NJC) pay scales for Local Government Services. Additionally, one senior professional role is aligned with the Hay Pay Scale.

Staff progress through their respective pay scales based on a thorough and robust performance management process, ensuring that earnings are determined by performance outcomes, irrespective of gender. We are confident that the reported gender pay gap is not an equal pay issue, as our pay policy is gender-neutral, with open, transparent, and fair decisions regarding staff pay.

The school has a higher proportion of female staff across all pay quartiles, including the upper quartile. As a result, the overall gender pay gap reflects the workforce composition rather than any pay inequalities.

However, the main area of concern is the gender pay gap at Senior Leadership level. This is not due to a higher number of male post holders but rather reflects pay differentials between Heads of Campus and other senior roles.

To support career progression, Silverwood School has implemented a Continuing Professional Development (CPD) programme for aspiring Middle Leaders and Heads of Campus, ensuring development opportunities are accessible to all staff.



The school has also established structured recruitment processes, including skills-based tasks and competency-based interviews, and continuously explores relevant training opportunities to enhance these procedures.

The Governing Body reviews gender pay gap data annually and remains committed to assessing and addressing disparities.

I confirm that the information provided above has been compiled from our payroll data as of 31 March 2024 and accurately represents Silverwood School's Gender Pay Gap Report.

A handwritten signature in black ink, appearing to read "S. McKeown".

Sean McKeown

Executive Headteacher