



THE SCHOOLS OF KING EDWARD VI IN BIRMINGHAM

In pursuit of educational excellence for all

In April 2017, the government introduced new gender pay gap legislation which required all employers with 250 or more employees to publish their gender pay gap on their website and via a government portal.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly earnings of a company's male and female employees.

What is the difference between the mean and the median figures?

The mean is calculated by adding up all the wages of employees in a company and dividing that figure by the number of employees.

The median is the number that falls in the middle of a range when everyone's wages are lined up from the smallest to the largest.

Gender Pay Gap Results

We are committed to ensuring that equality and fairness is at the core of our Reward System. We have reviewed our gender pay gap and the results are as follows:

The Foundation Charity, which is made up of the Foundation Office, King Edward's School and King Edward's High School for Girls has produced its third year of gender pay gap information.

This report is based on a headcount of 371 employees, with 230 (62%) female and 141 (38%) male employees as of April 2020.

The figures set out above have been based on the methodologies as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As a result of the COVID pandemic employers are not required to report their Gender Pay Gap for 2020 until October 2021. However, we have continued to analyse and report our gender pay gap in line with usual timescales.

The report is based on snapshot data as of 4th April 2020 and the findings are set out below:

- The mean gender pay gap for the Foundation Charity is **14.79%**
- The median gender pay gap for the Foundation Charity is **37.72%**

The mean gender pay gap for the Foundation of 14.79% is in line with the national mean gender pay gap for all employees of 14.6% (as at 2020).

Data for the previous years' gender pay gap, as a year-on-year comparison data is as follows:

Reporting Year	Foundation Mean	Foundation Median
2020/21	14.7%	37.7%
2019/20	17.6%	38.2%
2018/19	23.9%	36.4%

The data reflects that the gender pay gap is in decline. However, we will continue to take action to reduce the gender pay gap by taking further steps as set out in the 'Our Commitment' section of this report below.

Pay quartile by gender as of April 2020

Band	Male	Female	Description
A Upper Quartile 25%	45.65%	54.35%	The percentage split between male and female employees whose standard hourly rate places them in the top 25%.
B Upper Middle Quartile 25%	45.16%	54.84%	The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile.
C Lower Middle Quartile 25%	38.71%	61.29%	The percentage split between male and female employees whose standard hourly rate places them above the lower quartile but at or below the median.
D Lower Quartile 25%	22.58%	77.42%	The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile.

There is a greater number of female employees (230 total) 62% compared to male employees (141 total) 38%.

Job roles within the lower quartile include Sports Coaches, Invigilators and Outreach Support, within the lower middle quartile roles include, Receptionists, Lab Technicians, Officer level roles. Roles within the upper middle quartile include Teachers, Managers and within the upper quartile roles include Directors, Assistant Heads, Heads of, and Vice and Principal roles.

There are significantly more women than men in the Foundation. However, having reviewed the median on a quartile basis, male employees are paid slightly higher in the upper, upper middle, and lower quartiles and female employees are paid slightly higher in the lower middle quartile.

What we will do to address the gender pay gap – our commitment

The Foundation Charity is committed to offering equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

When taking action to reduce the gender pay gap, the Foundation Charity is committed to reviewing and updating a broad range of its policies and procedures.

Over the coming 12 months and beyond we will review our results and set clear objectives in terms of how the gender pay gap can be addressed.

These objectives will include:

- Continuing the work of a newly established Equality, Diversity and Inclusion Committee for the Foundation, the scope of which is focused on ED&I interventions linked to employment. The Committee has conducted surveys, spoken with colleagues across the Foundation, taken on board feedback from schools, employees and the student committee and has identified a number of new objectives. The objectives are linked to developing diverse talent pools to support recruitment practices, communications, encouraging employee voice and scheduling learning and development interventions. We are due to be running ED&I training which includes a focus on unconscious bias, identifying microaggressions and positive action in recruitment. All of these actions will help support gender pay and equality of opportunity for all.
- Implementing the recently developed, new HR Strategy which includes a focus on six priority areas with a focus on equality in recruitment, development and reward.
- Continuing to monitor the gender pay gap and review how this compares to other Schools. We will conduct a year-on-year gender pay gap analysis and review the trend to see if this is in decline.
- Conducting a yearly pay review process to ensure that all schools have access to the latest pay scales to inform their pay decisions, and work with the schools to ensure that all staff, including Support Staff Pay is reviewed at least once per annum.
- Continuing to monitor the effectiveness of our pay policy and take appropriate action where identified; this will include reviewing pay by job role across the Foundation to identify, raise and address issues of any gender pay equality where appropriate.
- Monitoring our recruitment process to ensure this is fair, eliminates conscious and unconscious bias, and employ individuals based on their skills, knowledge, experience, and cultural fit. We will be developing staff to run workshops for their schools, and this will include awareness of unconscious bias. We will encourage internal promotion within and across the schools within the Foundation to ensure that opportunities are available to all.
- Ensuring family friendly policies encourage staff to combine careers and caring responsibilities, including the use of flexible working arrangements where possible.
- Encouraging schools to regularly offer relevant training and promotional opportunities to colleagues at all levels of the school with a focus on those undertaking roles within the lower quartile and those within the lower middle quartile to ensure that opportunities for progression to the next quartile are encouraged.
- Ensuring supportive programmes are in place for those returning to the workplace after time out and consider how secondments and career breaks could affect our gender pay gap.
- Encouraging development through the apprenticeship programme and by utilising Levy funds.
- Assessing the benefits of paying all staff as a minimum the Living Wage.

We recognise that none of the above will remove gender inequality alone, and that it may take time before the full impact of some of these objectives are felt.

We will continue to strive to ensure we are a fair employer and that our salaries are competitive and in line with others within the sector.

I, Jodh Dhesi, CEO, confirm that the information in this statement is accurate.

Signed:

