

## GENDER PAY GAP REPORT: APRIL 2024

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 5<sup>th</sup> April each year. Gender pay uses pay to measure how employers are providing equality of opportunity, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean) and also median earnings between females and males.

The figures contained in this report have been calculated using the methodology stipulated by UK legislation.

### OUR COMMITMENT

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 majority of our pay gaps reflect the longstanding distribution of males and females within the workforce and the fact there are fewer females in senior teaching and professional/operational roles and more females in our lower graded roles. Altering this balance requires structural changes in the way we work, in how and who we hire, and to what role. These are changes that take time, mindful of the size of the School, the nature of the work that we undertake (and the roles required), as well as the relatively low turn-over of staff, especially teaching staff.

We are unwavering in our mission to close the gender pay gap – not just because it's the right thing to do, but because it drives innovation, strengthens our community, and powers real progress. In a challenging sector landscape, pay equity remains one of our highest priorities. We continue to take action to address any gaps and to make sure our policies and practices are fair.

### WHO DOES THIS COVER?

Our results are based on 580 relevant employees who were employed on the snapshot date of 5 April 2024. Full-pay relevant employees are split: 181 men (31%) and 399 women (69%).

### GENDER PAY GAP

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2024.

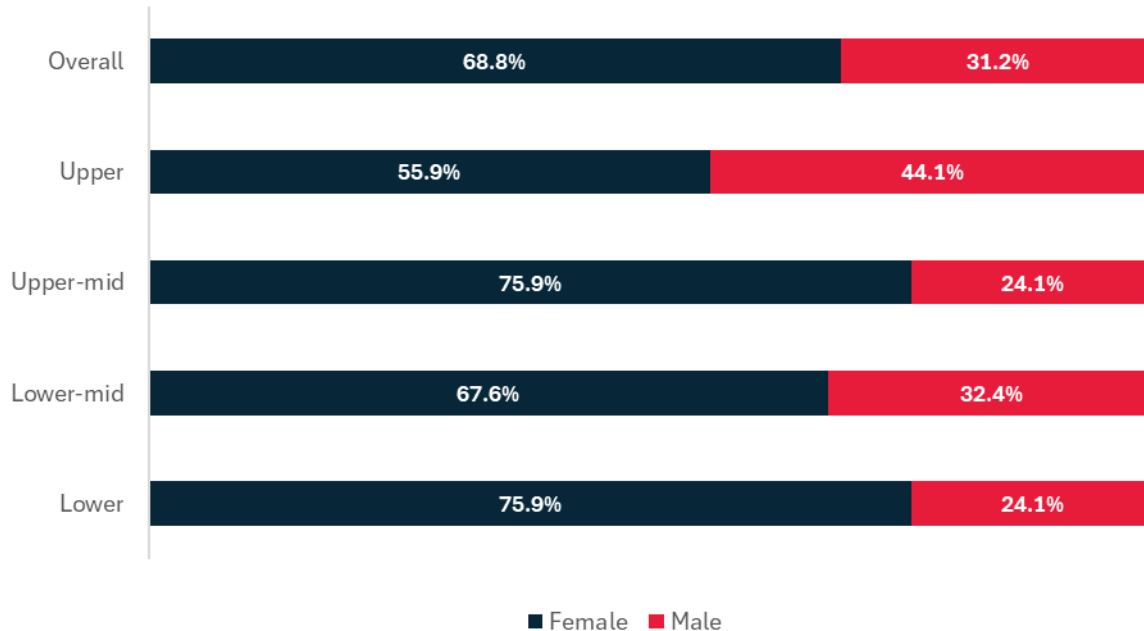
Pay Gap	2024
Mean	12.5%
Median	27.6%

The majority of the gender pay gap can be explained by two major components:

- Seniority of role – women are more likely to be working in less senior roles leading to an overrepresentation. This has by far the largest influence on the pay gap.
- Working pattern – women are more likely to be working part time and part time roles are more common in the lower pay quartiles.

### Proportion of males and females in each pay quartile

The chart below shows the overall proportion of males and females employed at ESMS and the proportion of males and females in each pay quartile (from highest to lowest hourly earnings).



The overall gender balance at ESMS is 69% female and 31% male. This varies across the pay quartiles – 44% of staff in the highest pay quartile are male compared with 24% of staff in the lowest pay quartile.

It is the lower rate of progression of women to the most senior grades which causes the distortion we see in the gender pay gap.

More individuals opt for part time work at the lower end of the pay structure, where there is a higher representation of women. Fewer individuals towards the top of the structure make use of these flexible working arrangements, where there is an underrepresentation of women. We know that more women than men work part time, so this can account for some of the difference in pay across the different grades.

### BONUS PAY GAP

The School does not pay bonuses.

### CLOSING THE GENDER PAY GAP: LOOKING TO THE FUTURE

The current pay gap remains unacceptable, and we are committed to bringing about change.

We will continue to monitor this data set and use it as a key insight into where work and action can be taken to ensure we as an organisation continue to stay committed to recruiting and developing female and male employees across the full breadth of roles available from apprenticeships to senior executive positions.

We are confident that we have the right culture in place to support the growth and development of a diverse employee population. We are also confident that we are driving long-term change in the right direction, through persistent focus and by challenging embedded ways of working. In 2025 and beyond, we will look to formalise our goals and targets in order to drive change, whilst continuing with our work on culture and creating an inclusive environment for all.

**CONFIRMATION STATEMENT**

The data above represents Erskine Stewart's Melville Schools' gender pay gap in line with the reporting requirements.

As an organisation, we will continue to monitor our gender pay gap and we remain dedicated to the principles of equality in the workplace.



**Anthony Simpson**  
**Principal**