



STAMFORD

## Gender Pay Report

### For the Year Ended April 2023

|                                          | 2023                | 2022  |
|------------------------------------------|---------------------|-------|
| <b>Mean Hourly Rate Gender Pay Gap</b>   | 16.4%               | 15.6% |
| <b>Median Hourly Rate Gender Pay Gap</b> | 14.8%               | 25.1% |
| <b>Gender Quartile Percentages</b>       |                     |       |
| <i>Upper Quartile</i>                    |                     |       |
| Proportion of Males is                   | 44%                 | 43%   |
| Proportion of Females is                 | 56%                 | 57%   |
| <i>Upper Middle Quartile</i>             |                     |       |
| Proportion of Males is                   | 31%                 | 40%   |
| Proportion of Females is                 | 69%                 | 60%   |
| <i>Lower Middle Quartile</i>             |                     |       |
| Proportion of Males is                   | 21%                 | 25%   |
| Proportion of Females is                 | 79%                 | 75%   |
| <i>Lower Quartile</i>                    |                     |       |
| Proportion of Males is                   | 40%                 | 32%   |
| Proportion of Females is                 | 60%                 | 68%   |
| <b>Bonus Gap</b>                         | No bonuses are paid |       |

### Narrative

1. The Stamford Endowed Schools are content that they pay the same rate for the same role, regardless of gender or any other protected characteristic, and believe firmly in equal pay for equal roles.
2. Teaching staff, regardless of gender, are all paid according to the School's own salary scale, which contains incremental points based on experience and contribution.
3. Operations roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. Roles are evaluated by content criteria and benchmarked against the wider employment market.
4. Overall, and in every quartile, we employ more females than males including, of note, in the Upper Quartile.

5. As is the case across the education sector more generally, the gender pay gap is materially influenced by the Lower and Lower Middle Quartile where we recruit irrespective of gender but where, for a range of reasons including lifestyle and other commitments, we attract more female employees.
6. In the year the School outsourced its catering provision which resulted in a number of staff being TUPE'd to a third party provider. Given the catering department had more female than male colleagues the percentages in the quartiles has shifted notably this year and there has been a significant reduction in the pay gap on a median hourly rate basis.
7. Having considered the steps recommended by the Gender Pay Gap Service to help close the gap, the School is confident that it already adopts many of the recommendations. However, it remains committed to continually reviewing how it can improve benefits and working conditions for all colleagues.



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**Signed by Dean White**  
**Bursar**

**For & Behalf of Stamford Endowed School**

**Date:** 27 March 2024