

UPPINGHAM

Gender Pay Gap Report 2023

Uppingham School believes in being an inclusive and diverse organisation in which anyone can reach their full potential. We are confident that men and women are paid equally for the same work across the School.

1. Pay and Bonus Gap between Men and Women

The table below shows our mean and median hourly gender pay gap at the snapshot date (5 April 2022) and bonus gap in the 12 months reference period to 5 April 2022. 2021 data is also incorporated by way of comparison.

| | 2021 | | 2022 | |
|--------------------|--------|--------|---------------|---------------|
| | Mean | Median | Mean | Median |
| Hourly pay | 36.1%* | 49.2%* | 31.2%* | 52.2%* |
| Bonus | N/A | N/A | 197.4%** | 197.4%** |
| *Lower for women | | | | |
| **Higher for women | | | | |

Our analysis of our gender pay gap shows that it is largely driven by two key factors:

- There are more men in senior higher paid (predominantly academic) roles;
- The number of part-time opportunities in lower paid roles, which are mainly filled by women.

Deeper analysis, which exceeds the Government's Gender Pay Gap reporting requirements, supports this analysis, showing a slight increase in the mean Gender Pay Gap for academic roles, but reductions in all other measures when factoring in the difference between academic and support roles compared with the previous year.

| | 2021 | | 2022 | |
|----------------------------------|--------|--------|---------------|---------------|
| | Mean | Median | Mean | Median |
| Hourly pay (Academic Staff Only) | 8.8%* | 5.0%* | 9.2%* | 4.4%* |
| Hourly pay (Support Staff Only) | 29.9%* | 26.5%* | 23.5%* | 16.2%* |
| *Lower for women | | | | |
| **Higher for women | | | | |

2. Pay quartiles

The table below illustrates the gender distribution across Uppingham School in four equally sized quartiles.

| | Lower quartile | Lower middle quartile | Upper middle quartile | Top quartile |
|-------|----------------|-----------------------|-----------------------|--------------|
| Men | 21.2% | 33.3% | 45.6% | 61.9% |
| Women | 78.8% | 66.7% | 54.4% | 38.1% |

The percentage of the workforce occupied by women has reduced overall, but the proportion of women in the top half of earners has increased slightly (by 1.1% in both the upper and upper middle quartiles). The increase in the proportion of male staff is most significant in the lowest quartile (an increase of 10.4%), with the proportion of men in the lower middle quartile slightly increasing as well (by 1.4%)

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Women continue to make up just under 60% of the workforce (270 out of 454 staff) and the majority of these are still concentrated in the lower half of all earners.

The slight increase in the proportion of women in the top half of earners has resulted in a reduced mean gender pay gap. However, the disproportionate representation of men in the upper half of earners and women in the lower half contributes to raising the median male wage and reducing the median female wage.

Again, deeper analysis indicates a more even gender distribution in all but the upper middle quartile of academic roles. In support roles, there is a significantly higher proportion of women in the upper middle quartile. These factors result in an improved mean gender pay gap.

However, the disproportionate representation of women in the lowest-paid half of support roles contributes to Uppingham's overall gender pay gap and an increased median pay gap:

| | Academic Staff Only | | | | Support Staff Only | | | |
|-------|---------------------|-----------------------|-----------------------|--------------|--------------------|-----------------------|-----------------------|--------------|
| | Lower quartile | Lower middle quartile | Upper middle quartile | Top quartile | Lower quartile | Lower middle quartile | Upper middle quartile | Top quartile |
| Men | 48.8% | 53.5% | 81.4% | 52.3% | 18.6% | 24.3% | 28.6% | 45.1% |
| Women | 51.2% | 46.5% | 18.6% | 47.7% | 81.4% | 75.7% | 71.4% | 54.9% |

Uppingham's Cleaning Services department have received pay increases exceeding the National Living Wage rate since December 2021 in an effort to raise the pay of the lowest earners at the school.

Despite this, the department, which is predominantly staffed by women, continues to make up a large proportion of the lowest earners at the school and constitutes 15% of the total workforce. Having such a large (predominantly female) part of the workforce on lower wages contributes to Uppingham's pay gap, pulling down the median female wage.

Nevertheless, Uppingham believes it is important to directly employ its cleaning staff and maintain adequate staffing levels to provide the highest level of service expected by pupils, parents, and staff. Furthermore, although being some of the lowest paid roles within the school, Uppingham continues to pay competitive rates of pay which exceed National Living Wage requirements for its cleaning staff.

3. Proportion of employees receiving a bonus

Bonuses for exceptional performance were paid to only a small number of employees, such that analysis of the gap would not be meaningful:

| | Proportion |
|-------|------------|
| Men | 0.5% |
| Women | 0.3% |

4. Actions to address the gender pay gap

Uppingham's Plan

Uppingham School is committed to addressing the gender pay gap and is approaching this in a number of ways including reviewing recruitment processes; flexible working arrangements; and decisions around our annual performance, pay scales and pay awards.

The introduction of employee benefits, such as discounted childcare with local providers, supports the strategy of offering more flexible working.

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Furthermore, previous geared cost-of-living pay reviews also applied a greater percentage increase to hourly rates below a specific pay threshold. Further development of this gearing, by applying more than one threshold and more than two rates of pay increase would also help to address the widening gap between the lowest and highest paid staff.

We recognise, however, that many of the issues driving pay gaps require a longer-term view. To this end, our People Strategy continues to:

1. Monitor proportions of men and women applying for jobs and being recruited
2. Monitor the proportions of men and women applying for and obtaining promotions
3. Monitor the proportions of men and women leaving the organisation and their reasons for leaving
4. Identify factors affecting the number of men and women in each role and pay band
5. Monitor take-up of flexible working arrangements by gender and level across the School and promotion of flexible working arrangements where appropriate, in an effort to remove barriers to continued employment and progression
6. Monitor key factors to assess the efficacy of flexible working and employee benefits programmes, such as:
 - a) the proportion of men and women who return to their original job after a period of maternity or other parental leave
 - b) The proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave
7. Review traditional male/female role divisions, such as why women tend to work in lower paid roles
8. Reviewing our recruitment processes to ensure there is no unconscious bias
9. The implementation of a new salary scale for academic staff in September 2022, including competency-based performance measures and pay based on bandings rather than length of service should, over time, reduce the gender pay gap among higher paid academic staff.

Our ultimate aim is to attract, retain and develop a workforce that is flexible, diverse and inclusive and delivers excellence in all aspects of Uppingham's operations.

Supporting Statement

I confirm that the above information has been prepared from payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Uppingham School.

Barbara Matthews
Chair of Trustees

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