



## **Gender Pay Gap Report 2022/23**

### **Introduction**

Langley School is an employer with a headcount of more than 250 employees and therefore we are making our annual gender pay gap report in line with our obligations per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As of April 2022, Langley School had 266 employees on their payroll, of which 256 were classified as full-pay relevant employees for the basis of gender pay gap reporting.

As an employer we are committed to creating equal opportunities for all staff regardless of gender. Publication of our gender pay gap, alongside actions and initiatives to address these differentials are key to creating and retaining a diverse workforce.

In order to attract and recruit a diverse mix of candidates, we use gender neutral language in our recruitment advertising and use a variety of local and national channels. Shortlisting is based on person specification and job description. During interviews, candidates are expected to demonstrate competence against the role requirements, which may include performing tasks that are central to the role and responding to questions that are, structured, appropriate and consistent to all candidates.

Internal opportunities are communicated openly, feeding into normal recruitment practices to ensure consistency of approach.

The School has introduced pay scales to ensure that pay for the same role is at the same rate, regardless of gender.

Support staff salaries are benchmarked against the local market to ensure that we are able to attract and retain individuals to the school with the requisite skills and abilities, regardless of gender.

Teaching staff are paid according to a salary scale, dependent on teaching ability and not on gender.

### **Bonuses**

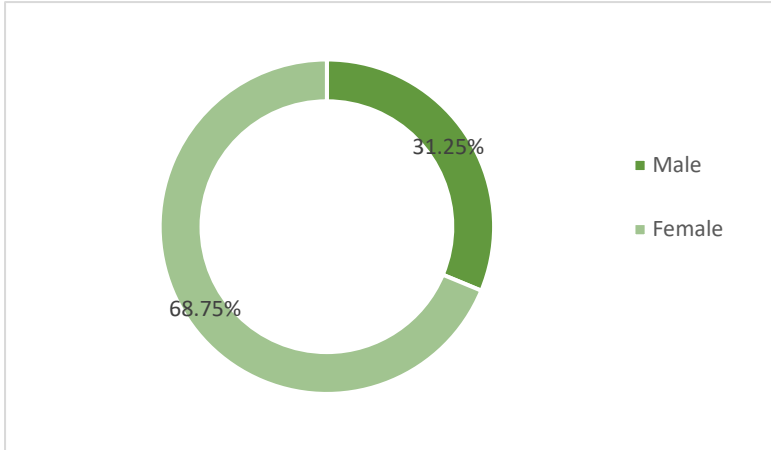
There are no bonuses paid to employees

### **Gender Pay Gap data**

The figures for 2022/23 are set out below:

### **Workforce data**

This chart shows that 68.7% (176 of 256) employees are female, and 31.3% (80 of 256) employees are male.



**Key to terminology**

- Mean hourly rate: the difference between the average men’s and mean average women’s pay
- Median hourly rate: the difference between the mid points in the range of men’s and women’s pay

	Gender Pay Gap
Mean pay gap	23.44%
Median pay gap	38.37%

	Gender Quartile Percentages			
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	45.3%	65.6%	84.4%	79.7%
Male	54.7%	34.4%	15.6%	20.3%
	9.4% more M	31.2% more F	68.8% more F	59.4% more F

The most significant difference between male and female workers is in the lower middle quartile where the majority of the roles are support and administrative based.

**Proposed Actions**

Langley has a continued commitment to equalities in the provision of its services to students and to its staff and is committed to the reduction of the gender pay gap wherever possible.

We will:

- continue to use a variety of recruitment channels to ensure that we attract a diverse range of applicants. Continuing to benchmark against the local market to ensure that we are an attractive proposition to potential candidates.
- Look for opportunities to utilise the Apprenticeship Levy to focus on developing our workforce to ensure that it is fit for the future and enables our employees to develop skills and knowledge, to progress into opportunities that become available.

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