



Gender Pay Gap Report: 2023/2024

Introduction

Langley School is an employer with a headcount of more than 250 employees and we are therefore 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 2023, Langley School had 263 employees. This report is based on the employees on the payroll as of 4 April 2023.

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 asked of all candidates to ensure a fair and consistent approach.

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

The School has introduced pay scales across all roles 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 employees to the school with the requisite skills and abilities, irrespective of gender.

Teaching staff are paid according to a salary scale, dependent on years of teaching experience 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.

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Workforce data

This chart shows that 67.7% (178 of 263) employees are female, and 32.3% (85 out of 263) employees are male.

Key to terminology:

- Mean hourly rate: the difference between the mean 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	21.82%
Median pay gap	33.59%

This has shown a decrease from the figures reported last year which were 23.44% as the mean pay gap, and 38.37% as the median pay gap.

	Gender Quartile Percentages			
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female	41.5%	74.2%	78.8%	75.8%
Male	58.5%	25.8%	21.2%	24.2%
	16.9% more male	48.5% more female	57.6% more female	51.5% more female

As shown in the table above, the most significant difference between the percentage of male and female workers is in the lower middle quartile where the majority of the roles are support and administrative based.

Analysing the workforce by differentiating between teaching and support staff gives a more representative view of the difference in pay between female and male workers.

The mean pay gap is 14.8% for the teaching profession, and the percentage of teachers who are female is 55.6%. We continue to recruit to teaching positions irrespective of gender.

The mean pay gap for support staff members is 12.2% average and the percentage of female support staff is 74%.