



# IPSWICH SCHOOL

## STATEMENT ON GENDER PAY GAP REPORTING as at APRIL 2025

Employers in Great Britain with more than 250 staff are required by law to publish the following figures annually on their own website and on a government website:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

On the 'snap shot date' of 5 April 2025, the calculations for Ipswich School were as follows:

### Percentage of men and women in each hourly pay quarter

| Upper Hourly Pay Quarter |      | Upper Middle Hourly Pay Quarter |      | Lower Middle Hourly Pay Quarter |      | Lower Hourly Pay Quarter |      |
|--------------------------|------|---------------------------------|------|---------------------------------|------|--------------------------|------|
| Female                   | Male | Female                          | Male | Female                          | Male | Female                   | Male |
| 63                       | 37   | 63                              | 37   | 70                              | 30   | 84                       | 16   |

The **mean (average)** gross hourly rate of pay of ALL **female** employees (taken as a single group) is £22.52 (2024 £21.13).

The **mean (average)** gross hourly rate of pay for ALL **male** employees (taken as a single group) is £27.35 (2024 £27.76).

There is therefore a 17.66% (2024 23.88 %) difference between male and female average gross hourly rates of pay.

The **mid-point (median)** gross hourly rate of pay of **female** employees (taken as a single group) is £13.67 (2024 £13.21).

The **mid-point (median)** gross hourly rate of pay for **male** employees (taken as a single group) is £18.97 (2024 £22.01).

There is therefore a **27.94%** (2024 39.98%) difference between male and female median gross hourly rates of pay.

### **What do these figures tell us?**

It should be noted that these calculations are for *all* staff - we are aware (from further analysis, as set out below), that there is a smaller gender pay gap of 9.38% exists between male and female full time staff (mean) (2024 1.89%). The increase appears to have been due, in part, to changes in senior leadership and senior positions within the School. As described below a full and thorough recruitment process is completed for all positions with the School.

When we look at *all* staff there is a larger pay gap, and this exists because the School has distinct sets of employees in salary terms, for example:

- A large group of teachers, qualified to degree level, working at a professional hourly rate of pay of c£35-45 per hour
- A large group of support staff in lower paid occupations such as Catering and Cleaning, working at an hourly rate of pay of c£12-13 per hour
- A smaller population of staff employed in the 'middle ground' (e.g. as Sports Coaches and Administrators).

We are pleased to note that our gender pay gap for *all* staff has reduced slightly from last year, although our gender pay gap for full-time staff increased from last year despite being significantly lower than the overall gap for all staff . The number of women in our upper pay quartile remains high (66=63 %).

We continue to employ many more females in support staff roles such as cleaning, catering and invigilating (although we encourage applications from all appropriately qualified/experienced individuals). It should be noted that our cleaning and catering roles are not outsourced to external companies (a common practice in many state maintained schools). Outsourcing would undoubtedly improve our gender pay gap position, but we do not believe it would be in the best interests of our stakeholders.

As noted in previous years, external analysis of national pay data indicates it is not uncommon for more females to be employed in roles such as nursery assistant, invigilator, cleaning and catering assistant – this is perhaps due to the family friendly, part-time, term time working hours available in these roles. The issue is not particular to Ipswich School. There is generally a much higher proportion of female applicants for these types of positions at the School, although equal opportunity is given to female and male applicants for all posts, and we do not discriminate on the grounds of gender (or any other factor). It should also be noted that equal payment is made for equal work in all roles, regardless of gender.

## Part-time calculations

As many of our staff are employed on a part-time basis, we have calculated the separate mean (average) and mid-point (median) gross hourly rates of pay for part-time and full-time female staff and part-time and full-time male staff, and these results are as follows:

|                         | <b>Mean (Average)</b> | <b>Median (mid-point)</b> |
|-------------------------|-----------------------|---------------------------|
| Full-time Females (111) | £27.81 per hour       | £18.46 per hour           |
| Full-time Males (86)    | £30.69 per hour       | £25.39 per hour           |
| Part-time Females (182) | £19.29 per hour       | £12.41 per hour           |
| Part-time Males (41)    | £21.31 per hour       | £13.32 per hour           |

293 of our 420\* staff (70%) are female and there are more females employed in all quartiles of our pay structures, including quartile 1 (the highest paid positions).

Please note this figure\* includes all staff on the payroll, including a significant number of casual staff e.g. exam invigilators, car park marshals, casual catering/nursery roles, bar/cafe staff and holiday camp assistants.

Part-time females represent the largest single demographic (182 people), accounting for roughly 43% of the total staff. In contrast, the male workforce is primarily full-time, suggesting a traditional split in how different genders engage with the organisation's flexible work options. The differentials are greater between part-time male and part-time female employees, and this is because the majority of our part-time female staff are working in roles that attract lower hourly rates of pay (such as cleaning and catering) as explained above. A majority of our part-time males are working as sports coaches, administrators, technicians or teachers (and there are significantly fewer of them). However, we have started to make progress with recruiting more males to some cleaning, catering and nursery roles (as outlined above).

In the full-time sector, a clear "gender pay gap" exists. While the average (mean) difference sits at approximately £2.88 per hour. The median for full-time men is £25.39, while for women it is £18.46. This £6.93 difference is primarily due to changes in senior management.

## Bonuses

Ipswich School does not operate a bonus reward scheme for male or female employees, so there are no figures to calculate in relation to bonus payments.

## What do we do already to ensure gender pay equality and fair pay for all?:

- Where possible, the School operates the same pay structures in all departments for male and female employees i.e. male and female teaching staff are paid on the same teaching salary spine (with progression up the spine dependent on length of service and performance in role). Similarly, male and female cleaners and catering assistants are paid the same hourly rates of pay.

- The School has a clear Equal Opportunities Policy (available to view on request) and a transparent and straightforward staff recruitment process. We strive to provide equal opportunity for everyone applying to work at the School. We do not discriminate on the grounds of gender (or any other characteristic) during our recruitment and selection process.
- The School pays at least the National Minimum Wage to all staff , regardless of gender, and carefully reviews hourly rates of pay regularly to ensure they are fair and reflect the appropriate market rate for the work.
- As at April 2025, The Executive Leadership Team membership consisted of two male and two female personnel.
- The Senior School's Senior Management Team (7 staff) contained an appropriate mix of genders, with two female SMT appointments ( Head of Lower School and Director of Finance and Operations).
- The Senior Leadership Team in the academic year in question in the Prep School was 100% female.
- Women are well represented in our middle management structures with 14 of our 22 academic department heads in the Senior School being female in the academic year 2025-26 (64%). This demonstrates there is equal opportunity for all staff to progress to senior levels in our organisation.
- We strive to support both men and women to balance their working and home/family commitments, offering the same support to both in relation to, for example, caring responsibilities.
- We have effective training and development programmes in place for all staff, with a robust performance review system designed to assist all staff to progress and reach their potential.
- We have systems in place to monitor staff leaving the organisation to understand their reasons for doing so.

#### **What more can we do?:**

- Continue to strive to do all we can to not constrain individual choice, and to eradicate any unconscious bias and discrimination that could exist within our organisation that may sometimes see female staff hold back from seeking promotion.
- We will continue to offer attractive, fairly-paid, flexible work options for all staff, regardless of gender, to recruit and maintain skilled staff, particularly following maternity, paternity or adoption leave (or in similar circumstances).
- We will review our gender pay gap calculations regularly.

Signed

Mrs Jennifer Hunwicke  
Director of Finance and Operations

March 2026