

Gender pay gap report (April 2025)

Introduction

The Grammar School at Leeds (GSAL) selects colleagues solely on merit and is committed to fair treatment and remuneration for all. GSAL is passionate in being a school that embraces Equity, Diversity and Inclusion and has achieved the Investors in Diversity accreditation through the National Centre for Diversity and has embedded the FREDIE (Fairness, Respect, Equity, Diversity, Inclusion and Engagement) principles across school.

As an employer with over 250 colleagues, we are required to publish, on an annual basis, our data showing any differences between the average earnings of men and women, to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap refers to the difference in average pay between men and women expressed as a percentage, which may be caused by a variety of factors including the representation of genders in differently paid roles.

The regulations assume that all employees have standard contractual hours and holiday allowances, however in a school there are clearly differences between the contractual arrangements of teachers and different support colleague groups. Assumptions have therefore been made to introduce consistency in calculating hourly rates for all colleague groups.

The following information has been calculated in accordance with the Regulations and is legally compliant.

Gender pay data

Hourly rates for male and female colleagues*

	Male	Female	% Difference	2024	2023
Mean	£23.56	£21.03	10.76%	9.89%	7.41%
Median	£25.21	£19.03	24.51%	22.95%	19.44%
No of employees	121	261			

*Figures for mean and median earnings are expressed as a percentage of men's earnings

		Upper	Upper middle	Lower middle	Lower
Mean	Female	£34.92	£26.06	£15.43	£11.16
	Male	£34.42	£25.88	£15.69	£10.72
Median	Female	£31.63	£26.07	£14.54	£11.06
	Male	£32.32	£26.04	£14.49	£10.60

Proportion of male/female colleagues in each pay quartile

Numbers of males/females by quartile			Male/female split within quartiles		Percentage of total males/females in each quartile	
Quartile	Male	Female	Male %	Female %	Male %	Female %
Upper	39	57	21.87%	78.13%	32.23%	21.84%
Upper middle	32	63	30.53%	69.47%	26.45%	24.14%
Lower middle	29	66	33.68%	66.32%	23.97%	25.29%
Lower	21	75	40.62%	59.38%	17.36%	28.74%
Total	121	261				

Bonus pay

Difference in bonus pay	
Mean	-100%
Median	-100%
Percentage of males who received bonus pay	0.83%
Percentage of females who received bonus pay	0.38%

The colleague body at GSAL includes approximately twice as many women as men, with women represented across all quartiles. The slightly higher ratio of women to men in the lower quartiles is due to the volume of roles predominantly held by women, such as catering colleagues and teaching assistants. This helps to explain the difference in hourly rates when calculating the mean and median.

Our recruitment process is fair, transparent, and consistent; we wish to appoint the best candidate for the role regardless of their gender or background. We select shortlists solely according to each applicant's match to the person specification, and we interview whenever possible with a diverse panel to prevent unconscious bias. We offer flexible working opportunities, subject to the requirements of the school day, to enable colleagues to achieve a balance between their work, family life, and other commitments.

The gender pay gap differs from the issue of equal pay. By law men and women must be paid equally for performing the same or similar job roles, or work of equal value. At GSAL, all roles are remunerated according to a clear salary and grading structure, which is applicable to the role regardless of who is appointed to that post.

Statement

I confirm that the data reported is accurate and that The Grammar School at Leeds is committed to equal remuneration regardless of gender for all colleagues, upon appointment and throughout their career at the school.

A handwritten signature in black ink, appearing to read 'Michael Hall', written in a cursive style.

Michael Hall
Principal & CEO