

FRAMLINGHAM COLLEGE

Gender Pay Gap Report

2023/24



Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

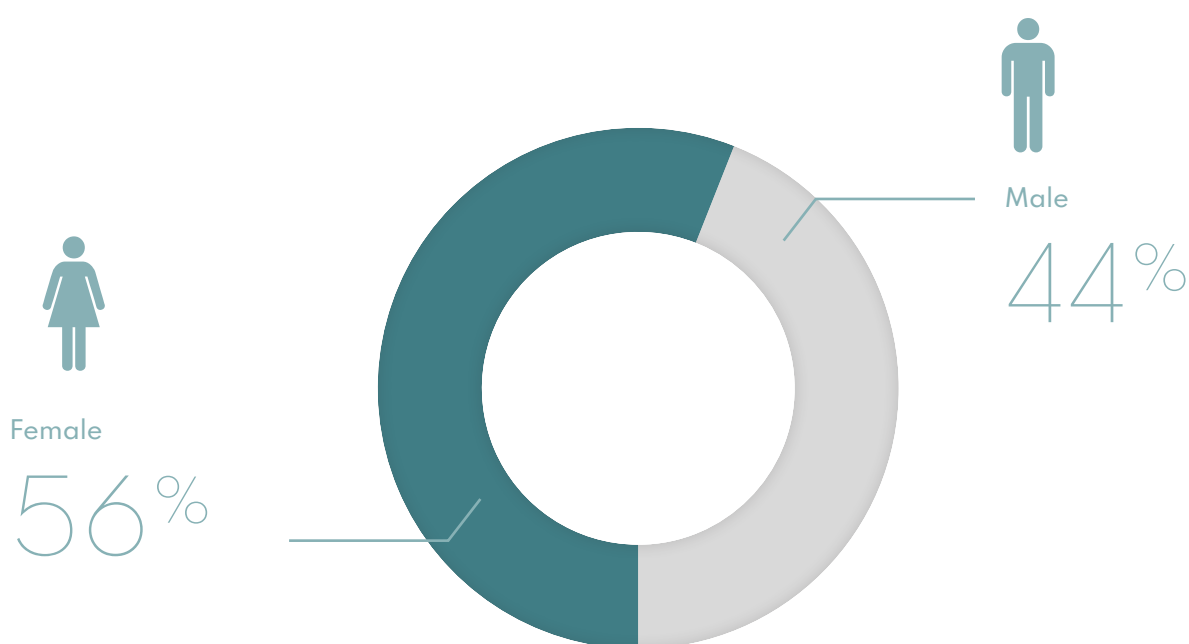
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

Key to Terminology

- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

The information to be reported is for salaries paid to staff in the period during which 05 April falls. This report covers information as at 05 April 2024.

Our Figures



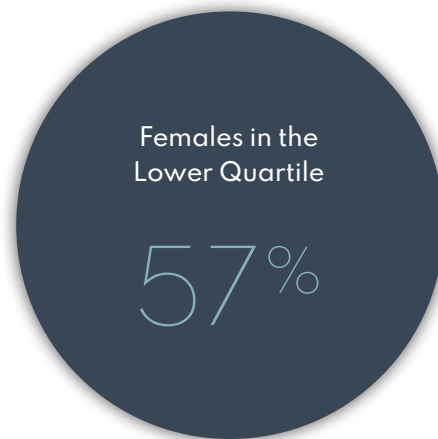
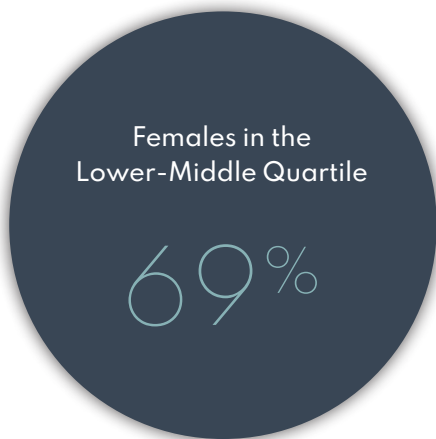
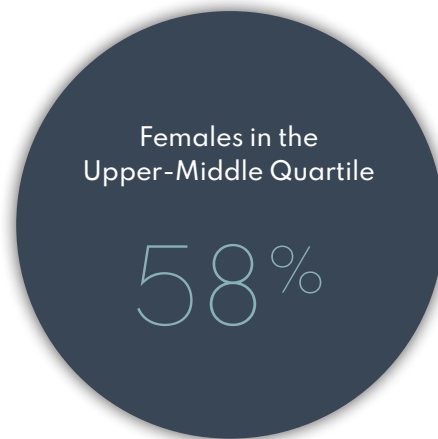
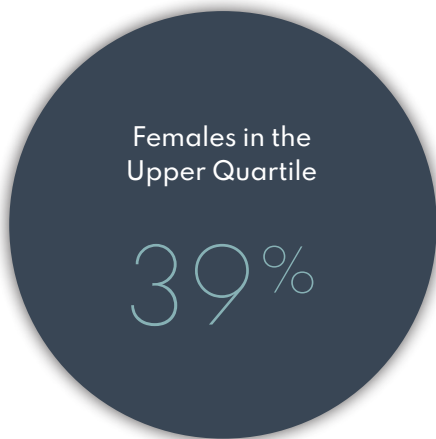
The Mean Pay Gap

9.9%

The Median Pay Gap

23.9%

Pay Quartiles



56% of all staff are female.

Many of the roles in the lower quartile are domestic and catering roles which are predominantly filled by female employees due to the flexibility of schools and term time working. We have a job evaluation scheme and staff pay scales in place to ensure all staff are rewarded at an appropriate level for the work they do.

Our pay gap has decreased over the last year, having seen a small increase last year:

	2022	2023	2024
Mean Pay Gap (%)	16	17.2	9.9

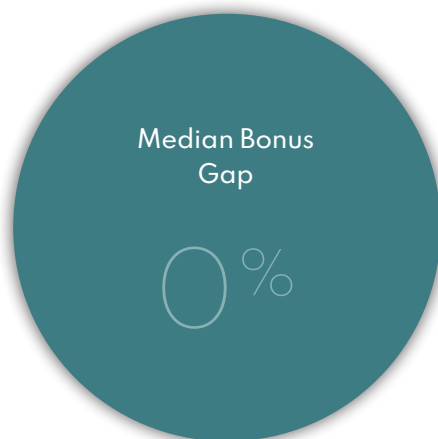
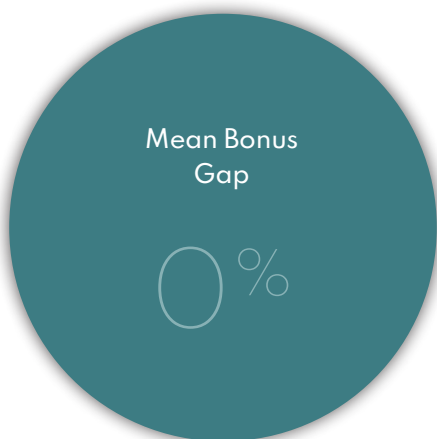
We have seen a significant drop in the mean pay gap this year due to a number of factors:

- The percentage of female staff has dropped slightly from last year.
- The mean pay for females has gone up and the mean pay for males has gone down from last year. The mean average hourly rate for females has increased to £17.96 per hour from £16.79, whereas the average hourly rate for males has decreased from £20.28 to £19.94.
- We have also seen a larger pay increase in lower and lower middle quartile roles, where a higher percentage

of women are found, due to the national living wage increases, which has increased salaries in both quartiles.

Whilst this is an improvement from last year, the remaining pay gap is mainly due to more men than in senior positions throughout the school. Although we have 50% of College SLT roles now held by women, which is an increase of 3% from 2023, we do have more senior male teachers in the upper quartile currently. The largest female percentage was in the lower middle quartile, which is where many of the administration positions sit, along with the more senior catering and domestic roles.

Bonuses



Framlingham College does not, as a matter of course, award salary bonuses to staff.

On behalf of the Board of Governors I confirm that these figures are accurate.

Signed by appropriate person (Director or Governor)

Sally Wood
DIRECTOR OF PEOPLE, FRAMLINGHAM COLLEGE

To stay available online for three years.