

FRAMLINGHAM COLLEGE

Gender Pay Gap Report

2023



Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

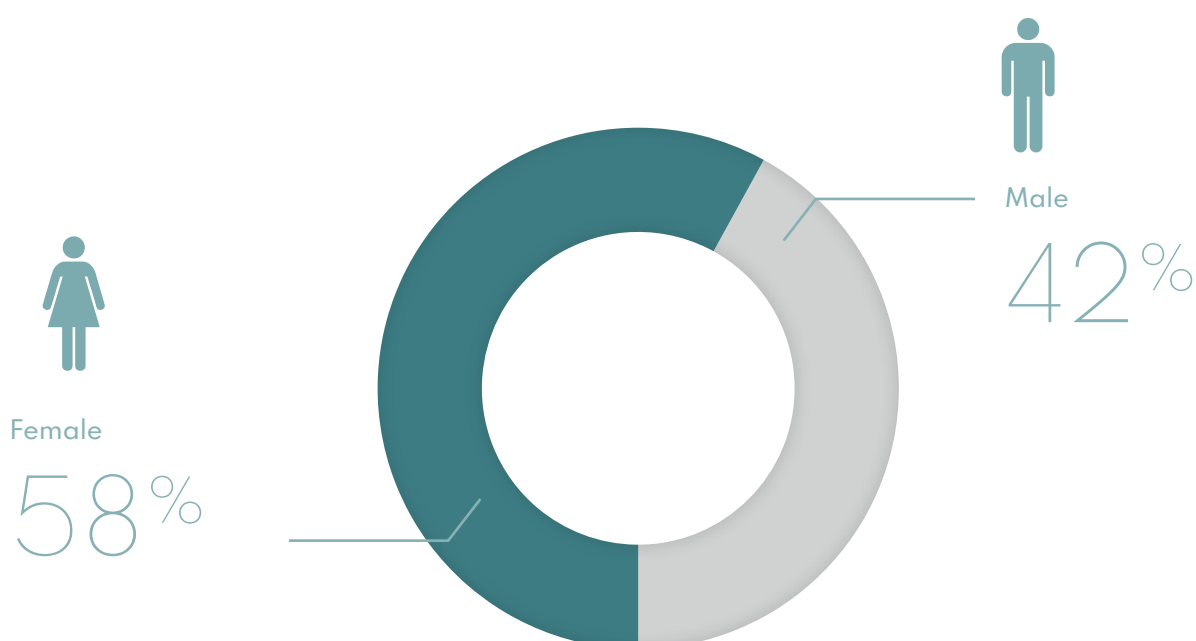
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

Key to Terminology

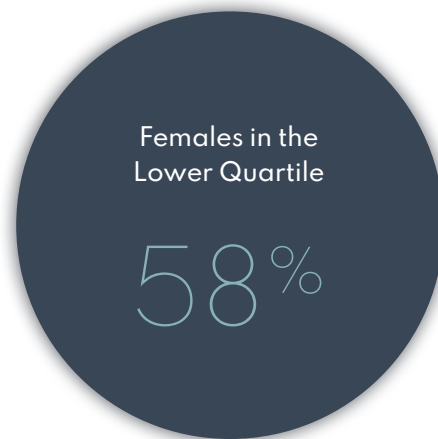
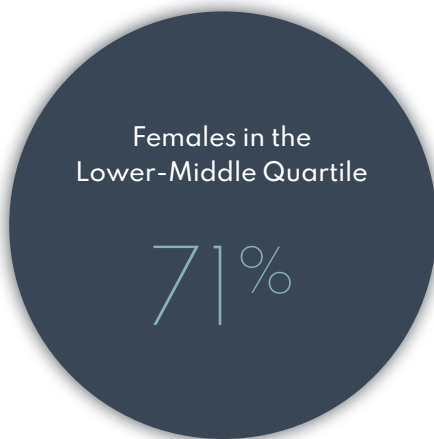
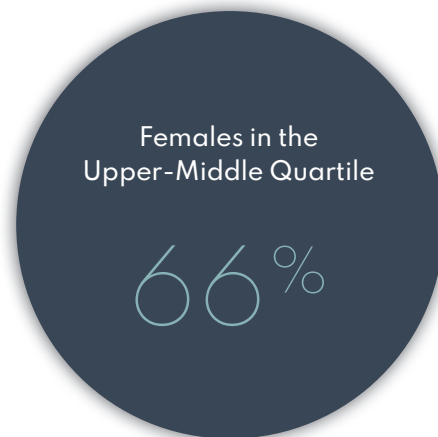
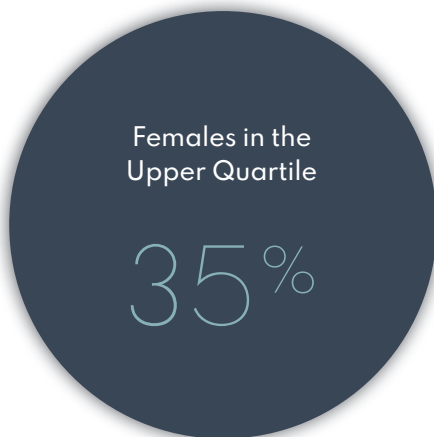
- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

The information to be reported is for salaries paid to staff in the period during which 05 April falls. This second report covers information as at 05 April 2023.

Our Figures



Pay Quartiles



58% 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 increased over the last year, having decreased over the previous 2 years:

	2021	2022	2023
Mean Pay Gap (%)	16.8	16	17.2

This is mainly due to more men than last year in senior positions throughout the school. Although we have 47% of College SLT roles now held by women, which is an increase of 1% from 2022, 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

Mean Bonus
Gap

0%

Median Bonus
Gap

0%

Males who received
a Bonus

0%

Females who received
a Bonus

0%

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.