

THE WESTGATE SCHOOL

Hampshire's First 4-16 'All Through' School

*"The Westgate School is a community of learners where partnerships inspire success for all:
learning together – achieving excellence"*

Headteacher: Mrs F A Dean, MA (Ed)

13th March 2024

Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017¹ came into force on 6 April 2017.

From 2017, The Westgate School is required to publish a mandatory set of figures on its own public facing website and the Government website, by 30 March of each year. This relates to the snapshot period of the 31 March of the previous year.

For the snapshot year of 31 March 2023, The Westgate School figures are as follows:

| Pay ² | | |
|---|--------|--------|
| Mean gender pay gap in hourly pay | | 6% |
| Median gender pay gap in hourly pay | | 6.3% |
| Employees paid £100,000 or more | | 0.35% |
| Bonus ³ | | |
| Mean bonus gender pay gap | | -31.5% |
| Median bonus gender pay gap | | -31.5% |
| Proportion of males receiving a bonus payment | | 1.8% |
| Proportion of females receiving a bonus payment | | 1% |
| Pay quartiles | | |
| Top quartile | Male | 24.5% |
| | Female | 75.5% |

¹ [The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017 \(legislation.gov.uk\)](https://www.legislation.gov.uk/uk/2017/109/2017-04-06)

² The pay period is the period in which the relevant employer pays the relevant employee basic pay, i.e. 1 to 31 March.

³ Bonuses are included in the calculations if they have actually been received within this bonus period, i.e. the 12 month preceding the snapshot date, 1 April to 31 March.

| | | |
|-----------------------|--------|-------|
| Upper middle quartile | Male | 20.0% |
| | Female | 80.0% |
| Lower middle quartile | Male | 14.0% |
| | Female | 86.0% |
| Lower quartile | Male | 28.0% |
| | Female | 72.0% |

Pay

The Governing Body of The Westgate School is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

The school's approach to pay is set out in the school's pay policy and the Governing Body aims to achieve equality in its pay and reward arrangements. The Governing Body ensures that teaching staff are paid the correct salary and allowances in accordance with the School Teachers' Pay and Conditions Document, a national statutory document regulating pay of teaching staff.

The Governing Body ensures that school support staff are paid the correct salary and allowances in accordance with the Employment in Hampshire County Council (EHCC) 2007 Agreement and subsequent variations. The Hay job evaluation scheme, which sits behind the EHCC agreement, provides an objective and gender neutral framework to evaluate the jobs that are carried out within the school.

Bonus

Bonus payments indicated are for performance related payments, under which a one-off payment may be awarded to a member of staff.