

## Gender Pay Gap Report (April 2024)

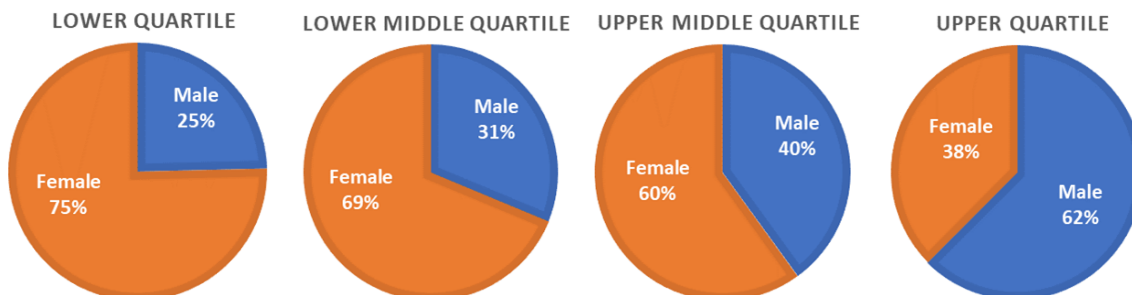
With the introduction of new regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish data on their gender pay gap.

The gender pay gap refers to the average difference in earnings between men and women within an organisation. This is not the same as Equal Pay, which compares the salaries of men and women doing the same or similar jobs. The gender pay gap data must be reported annually, using a "snapshot date" (5th April), and must be published within a year of that date. April 2024 was the first time Yarm School had exceeded the threshold of 250 staff [headcount; full time equivalent is 201] on a snapshot date.

The information included in this report is based on the pay data from April 2024. Bonuses are not paid to staff therefore there is nothing to report in relation to this.

	All Staff	Teaching Staff	Support Staff
Mean Gender Pay Gap	21%	12%	5%
Median Gender Pay Gap	38%	6%	-10%

Proportion of male and female employees in each pay quartile is shown below.



### Commentary

Yarm School confirms that, regardless of gender, we pay the same rate for the same role, and adopts the approach of 'equal pay for equal roles'. When recruiting, we employ the person most suitably qualified for the role, irrespective of gender. All teaching staff, regardless of gender, are paid according to a salary scale containing incremental points. Each year of post-qualification experience means an automatic increase up to the next point, subject to demonstrating competence at specific thresholds on the scale. Support staff, regardless of gender, are paid at a rate appropriate to the role according to support staff salary scales, and these are periodically benchmarked. All our staff are paid above the National Living Wage.

### Statement

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mark Thompson, Chair of Governors