

# Norwich School

## Gender Pay Gap Report – April 2025

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### Commentary

Norwich School is an employer with a headcount of more than 250 employees and therefore we are making our annual gender pay gap report in line our obligations per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data presented in this report follows the protocol and structure required by the Government Equalities Office and reflects Norwich School payroll data taken at the 'snapshot date.'

In order to recruit a diverse mix of candidates, in our recruitment advertising we use gender neutral language and promote through a variety of local and national channels. We use a structured shortlisting process based on a scoring system which considers the job description and person specification only.

As part of the interview process, candidates are expected to perform standard tasks similar to those that they would be expected to routinely carry out in the role, and interview questions are structured and consistent across all candidates.

Internal promotion opportunities are communicated across the whole School and then our normal recruitment processes applied.

Our recruitment selection panels are made up of both male and female staff, and during the process we endeavour to introduce candidates to a broad selection of members of the School community.

Where possible and without affecting the operations of the School, we offer flexible working through part time working, term time working and hybrid home/office working.

We offer enhanced maternity pay, encourage the take up of paternity leave and shared parental leave and promote 'keeping in touch' days.

We are satisfied that we pay the same rate for the same role, regardless of gender and believe firmly in equal pay for equal roles.

Support staff roles are paid at an hourly rate appropriate to the evaluation of the role and not the person carrying out the role. These roles are evaluated by content criteria and benchmarked against local competitors regardless of gender.

Teaching staff are all paid according to a salary scale dependent on years of teaching experience and not gender.

We have introduced a Women's Forum that is open to all female staff to ensure that they are heard that they feel safe and secure at work and where they feel personal and professional advancement is possible. We also have other staff representative groups to ensure the broadest lines of engagement across the school.

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Gender Pay Gap	
Mean Gender Pay Gap	-2.2%
Median Gender Pay Gap	13.5%

This table shows our workforce divided into four equal-sized groups based on hourly pay rate and the data has been calculated using the standard methods per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Quartile Percentages				
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
<b>Female</b>	64.36%	50.50%	60.40%	58.82%
<b>Male</b>	35.64%	49.50%	39.60%	41.18%
	28.71% more F	0.99% more F	20.79% more F	17.65% more F

The most significant difference between male and female workers is in the upper and lower middle quartile. Areas to note during the period include:

- The impact of the retirement of a number of long-serving male members of staff at the top of teaching scales
- Honoraria made for outstanding work, 10 paid to female staff, 8 paid to male staff
- A higher percentage of female employees across the school with more women than men in every quartile of our pay structure (total female staff 237, total male staff 168)

We are confident that at Norwich School our gender pay gap does not reflect differential pay for the same or equivalent roles between men or women; rather it reflects distinct roles with different pay across the breadth of the organisation.

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Signed by: Andrew Wood, Chair of the Council of Management

Date: 26<sup>th</sup> March 2026