



Gender Pay Gap Report 2023

Gender Pay Gap

Redborne Upper School and Community College is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of Men & Women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a Government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2023. We have done this by using our existing payroll records, and following the approach to reporting set out in Government guidance. We can use these results to assess the levels of gender equality in the Academy, in relation to pay, and the balance of Male and Female employees at different levels.

This is our Second Annual Report.

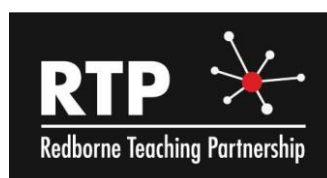
We believe that Men and Women are paid equally for doing equivalent jobs across the Academy. We use pay scales based on the School Teachers Pay & Conditions Document for Teachers and Academy-based leaders. For Support staff, each Academy currently follows the job evaluation / grading structure adopted in its local authority area – all of which use pay scales set by the NJC.

However, it is clear from our data that we continue to employ more Men in higher paid roles (Leadership or Senior Teaching, and predominantly full time), and fewer Men in lower paid roles (Teaching Assistants, Invigilators, Cleaning & Catering, many of which are part time).

Academic Excellence

Shared Values

Outstanding Education



REDBORNE UPPER SCHOOL & COMMUNITY COLLEGE

Flitwick Road Ampthill Bedfordshire MK45 2NU

Headteacher: Mr O Button BSc (Hons), ARCS, NPQH



Telephone: 01525 404462

Email: admin@redborne.com

www.redborne.com

Pay & Bonus gap

On the snapshot date (**31 March 2023**) there were 308 Full-Pay Relevant Employees, of which 30.84% were Men and 69.16% were Women.

Overall, the Women's hourly rate was:

20.77% Lower (Mean) than Men	24.92% Lower (Median) than Men
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Pay Quartiles

How many Men & Women are in each quarter of Redborne's payroll?

Detail	Men	Women
Top quartile	41.56%	58.44%
Upper middle quartile	31.17%	68.83%
Lower middle quartile	11.69%	88.31%
Lower quartile	38.96%	61.04%

Who received bonus pay?

0% of women	0% of men
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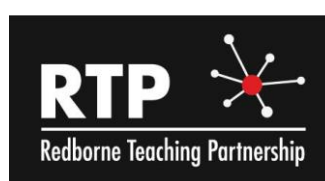
Difference in bonus pay?

No bonuses were paid, so there is no difference in bonus pay.

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Post 16 (Sixth Form)