

Gender Pay Gap Statement 2023

As an employer with over 250 employees, North London Collegiate School is required to submit a Gender Pay Gap Report by 5th April 2023. The information is available on the School's website and on the government online reporting system and is based on April 2023 data. The data has been signed off by the School Governors.

Please note that the gender pay gap is not the same as equal pay. Equal pay is the requirement that men and women doing the same job should be paid the same. Overall, gender pay gap reporting plays a crucial role in promoting transparency, accountability, and equality in the workplace. The School will continue to work on strategies to reduce the Pay Gap further.

The results for North London Collegiate School are as follows:

	April 2019			April 2020			April 2021			April 2022		
	All Staff	Teachers	Support	All Staff	Teachers	Support	All Staff	Teachers	Support	All Staff	Teachers	Support
Mean Gap	9.3%	-0.7%*	25.8%	10.0%	-0.8%*	18%	10.0%	-3.3%*	23.7%	14.4%	1.3%	18.2%
Median Gap	8.8%	-4.8%*	15.4%	11.4%	-2.6%*	16.1%	13.0%	-1.0%*	10.0%	22.1%	0%	12%
% Male Staff in each quartile												
Quartile 1 (lowest paid)	22.2%	39.5%	20.0%	16%	50%	15%	21%	31%	17%	11%	22%	5%
Quartile 2	28.6%	28.9%	24.0%	27%	30%	25%	22%	44%	21%	22%	42%	18%
Quartile 3	25.4%	15.8%	12.0%	36%	34%	50%	43%	28%	13%	36%	33%	21%
Quartile 4	35.9%	39.5%	38.5%	29%	28%	32%	32%	33%	45%	31%	33%	26%
Total	28.1%	30.5%	23.8%	36.7%	45.6%	27.5%	29.3%	34.0%	23.1%	25.0%	32.6%	17.8%
Male Staff	71	47	24	82	52	30	80	53	27	74	47	27

Pay gap figures show % male higher than female *a negative figure is shown where female pay is higher

The School does not pay bonuses so the requirement to report on this is not applicable.