



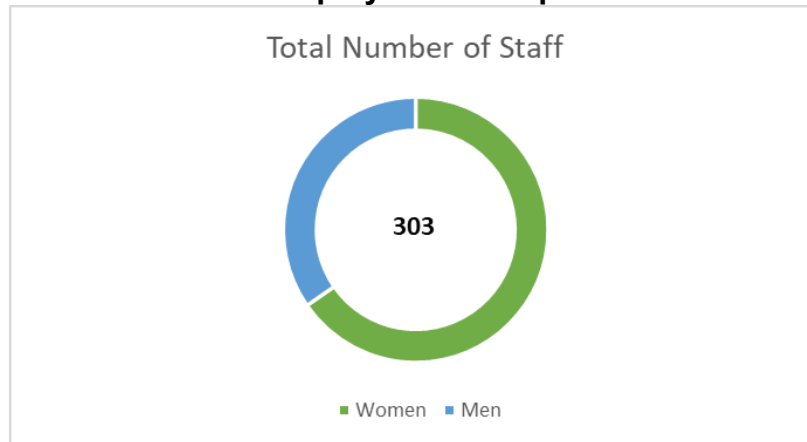
THE PORTSMOUTH GRAMMAR SCHOOL

The Portsmouth Grammar School – Gender Pay Gap Statement for April 2024

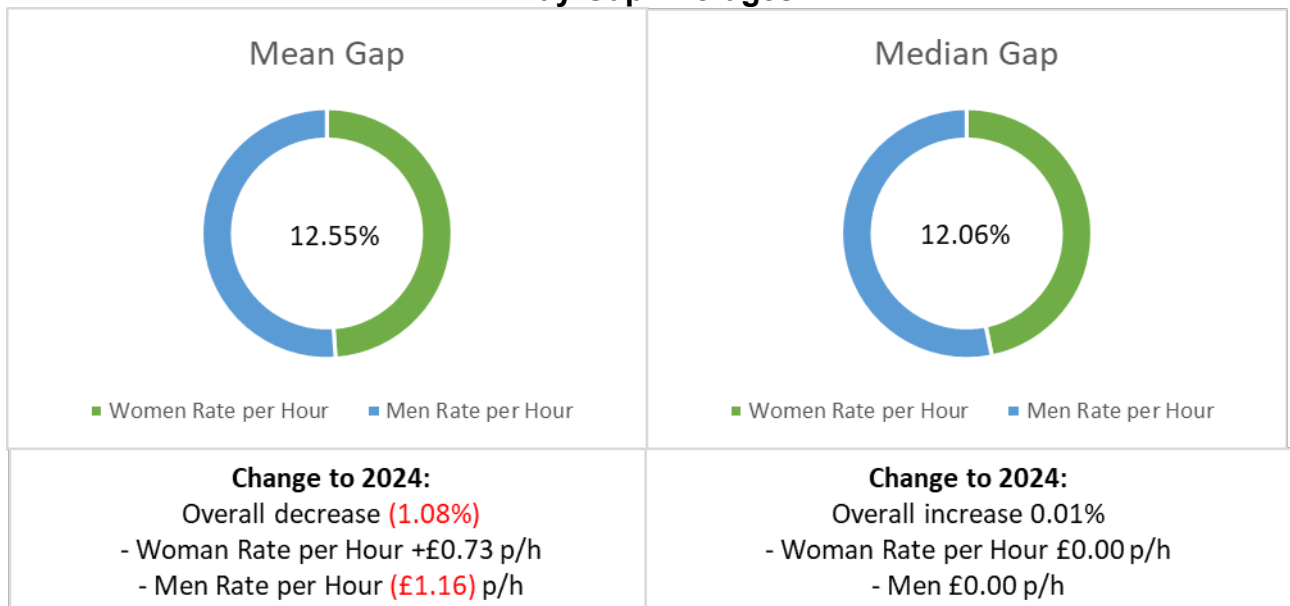
The Portsmouth Grammar School recruits and remunerates staff against a set of gender-neutral pay scales, one for Support staff and another for Teachers. Support staff in the same role are paid equally regardless of gender. The rate of pay is calculated by reference to the nature of the role, taking account of its complexity. Teachers are paid based on the PGS teachers' incremental pay scale, and progression up that scale is based on experience and is in no way related to gender. The Portsmouth Grammar School regularly monitors rates of pay to ensure they remain fair and reflect pay for similar roles in the local area, and that they can be benchmarked against salaries across the broader Education sector.

The tax year 23/24 snapshot data for PGS can be illustrated as follows:

Employees in Scope

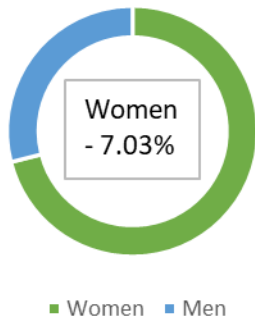


Pay Gap Averages

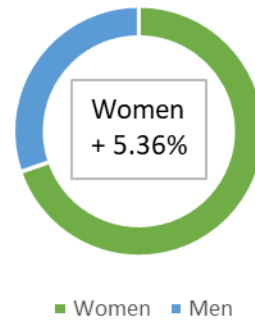


Pay Quartile Gender Splits

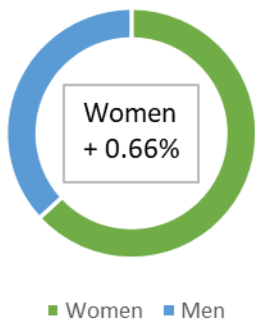
Low Pay Quartile



Lower Middle Pay Quartile



Upper Middle Pay Quartile



Top Pay Quartile

