



# Gender Pay Gap Report 2025/2026

The Gender Pay Gap shows the differences in the average pay between men and women, based on their hourly rate of pay, as at 5 April 2025 (the 'snapshot date'). This is broken down into both the mean and median averages.

The school's total employee workforce (of 'full-pay relevant employees') at the snapshot date was 298 employees, with a gender profile that was 63% female (185 staff) and 37% male (113 staff).



The mean gender pay gap was 5.7%

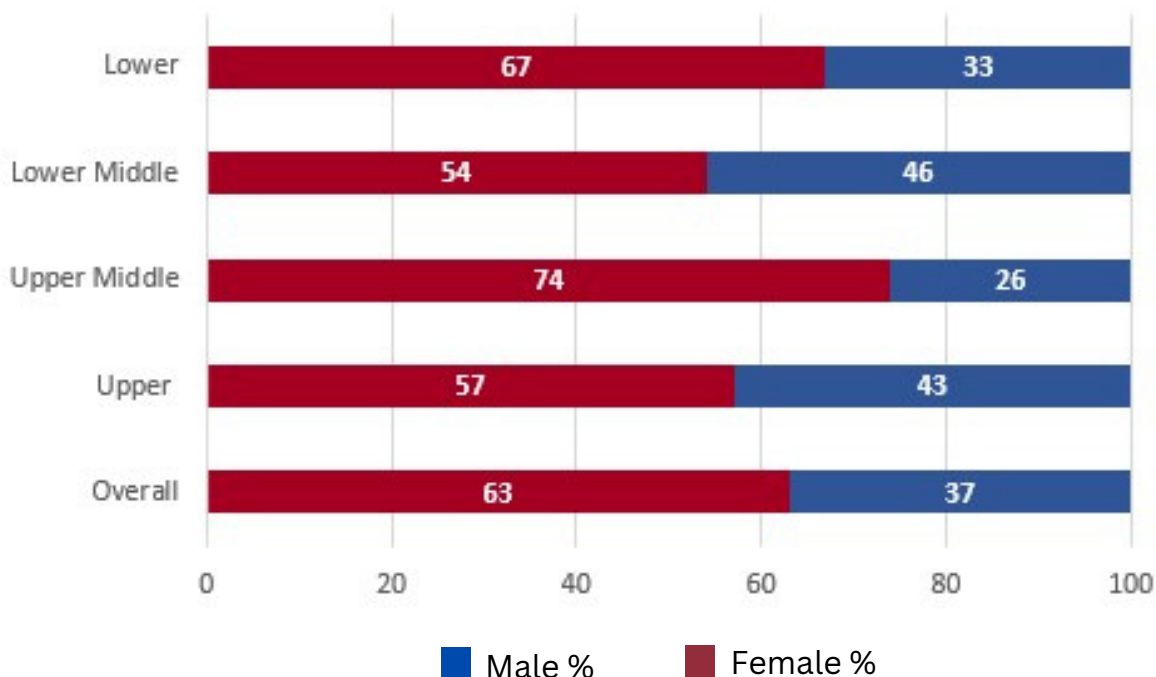


The median gender pay gap was -3.5%



According to the ONS (Office for National Statistics), the median gender pay gap in 2025 was 6.9%. This information is based on data collected by the Annual Survey of Hours and Earnings, which does not have exactly the same calculation method. Therefore, although the calculation method is slightly different, it is a useful comparison to demonstrate that the school's median pay gap is favourably lower than the national average.

Distribution of staff across the pay range:



The above data demonstrates that females are overly represented in both the lower quartile and also the upper-middle quartile (which typically comprises teaching staff and Heads of Department at the top of the salary scale) but although they represent 63% of the total staff, females are slightly under-represented in the upper quartile.



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## Analysis

The mean gender pay gap was 5.7%, a slight reduction from 8.1% the previous year.

The median gender pay gap was -3.5%, a very small change from -6.6% the previous year.

As demonstrated by the slight over-representation of females in the lower quartile, more females were employed in lower-paid (non-teaching) roles. The lower-paid roles employed at the school were predominantly part-time and / or term-time only including Cleaners, Administrative Staff, Porters, Lunchtime Supervisors and Wraparound Club Assistants.

Nationally, part-time staff earn less per hour than full-time equivalent staff, and part-time staff are significantly more likely to be female. The school has a transparent salary scale for teaching staff and a teaching staff members' starting salary is clearly linked to their previous relevant teaching experience. In addition, the school has a structure for payment of Responsibility Points for teaching staff according to their additional responsibilities. The salary scale and Responsibility Point structure for teaching staff is gender neutral.

The small change in the gender pay gap can be explained by the following marginal differences:

### Pension Salary Sacrifice

- The impact of salary sacrifice pension contributions. The gender pay calculations are based on post salary sacrifice figures and therefore, the hourly rate of pay is reduced. With effect from January 2025, pension contributions for all members of the AVIVA APTIS scheme have been taken via salary sacrifice as the default unless they are not eligible or unless they actively opt-out of the scheme. Prior to January 2025, salary sacrifice was offered on an opt-in basis. This has more than tripled the participation levels in pension salary sacrifice. However, salary sacrifice is not available for teachers in the Teachers' Pension Scheme and therefore excludes a significant proportion of the higher paid staff in the school.

### Increase in female Heads of Department

- One explanation for the slight reduction in the mean gender pay gap is due to the increase in female Heads of Department from 62.5% to 71%.

### Excluded members of staff

- In 2024, four female staff (two with positions of responsibility) were on maternity leave during the reference period and were therefore excluded from the calculations. In 2025, this reduced to two female members of teaching staff (one with a position of responsibility) and would have therefore had a marginal impact on the reduction in the mean gender pay gap.



## Bonus Data

Although this is a figure that needs to be reported under Government requirements, it is based on a small number of bonuses being paid (15 in total; 6 male and 9 females) in the 12-month preceding the snapshot data and is therefore distorted by the small number of people affected.

Mean Bonus Pay Gap: 45% (-251.5% in 2024)

Median Bonus Pay Gap: 33.3% (-25% in 2024)

Proportion of males receiving bonus pay: 4.7% (2.3% in 2024)

Proportion of females receiving bonus pay: 4% (1.4% in 2024)

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