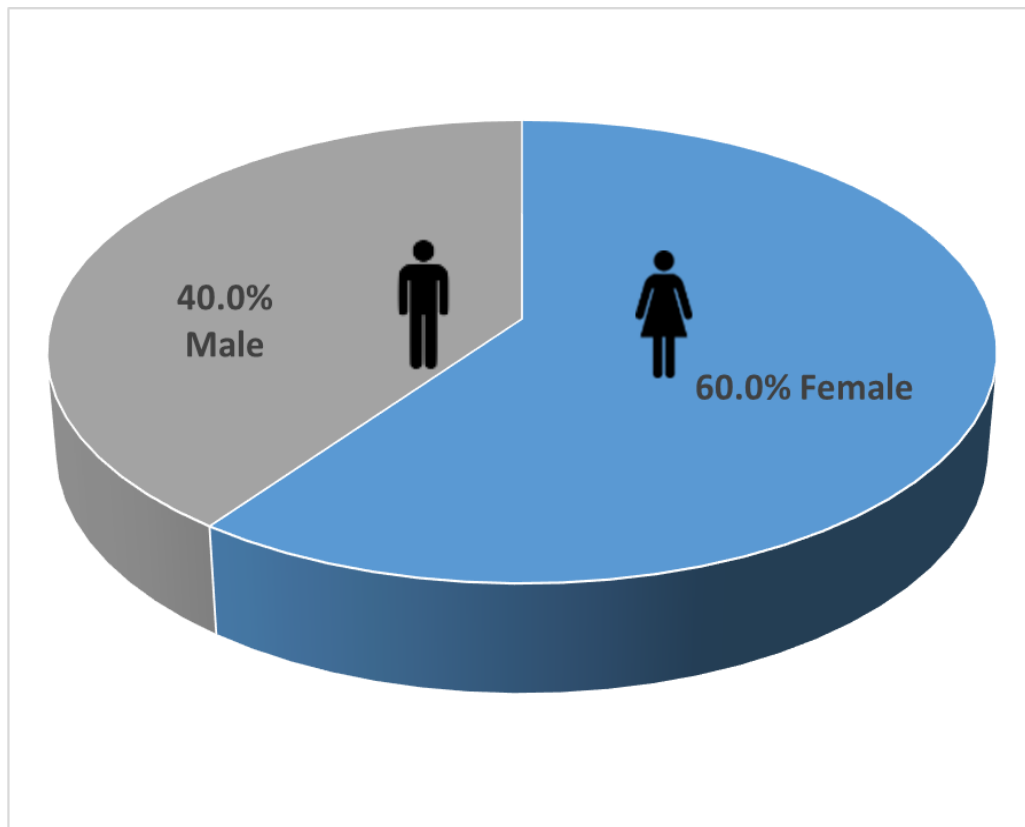


Gender Pay Gap Report and Supporting Narrative 2018 – 2019. Wellington School.

The analysis of our Gender Pay Gap (GPG) shows that it is predominantly driven by the greater number of male employees in our Upper Quartile and a greater number of female employees in hourly paid manual roles. Historically the School has remunerated some employees based on length of service rather than reviewing the responsibilities held. Indirectly this has impacted upon female employees due to the fact that they overall have had shorter tenures of service. In addition to this, a large proportion of our female workforce work part-time or flexibly, and this impacts on their average hourly rate. The School is working hard to rectify these discrepancies and since the last report, the Mean Pay Gap has reduced from 23.15% to 19.43%. We will continue to strive to review our approach to employee remuneration and where appropriate develop solutions to address any unjust gaps in remuneration, which exist. We will also continue to ensure that our policies, practices and procedures are fair and transparent for all employees.

OUR CURRENT GENDER MAKE-UP



Wellington School,
Wellington, Somerset, TA21 8NT

Bursar's Office Tel: 01823 668807

School Office Tel: 01823 668800

Fax: 01823 668855

Email: bursar@wellingtonschool.org.uk

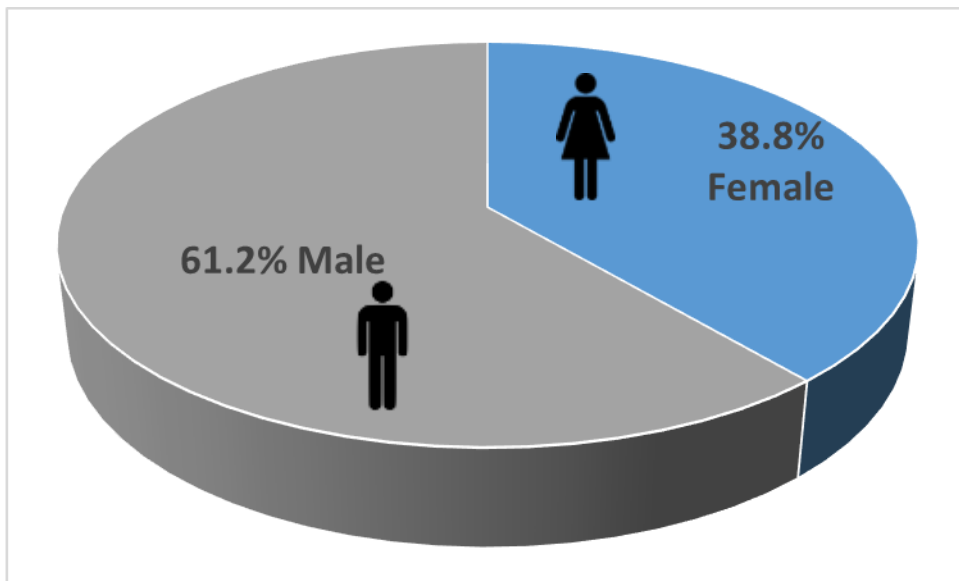
Web: www.wellington-school.org.uk

Registered Charity Number: 1161447

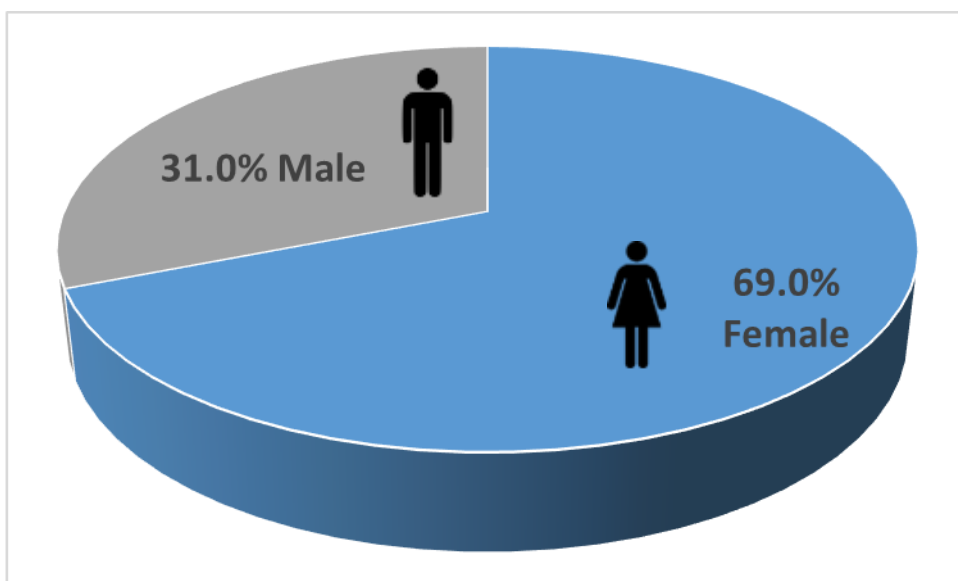
OUR CURRENT GENDER PAY GAP

Mean Pay Gap = 19.43%
Median Pay Gap = 29.49%

UPPER QUARTILE - 75% TO 100%



UPPER MIDDLE QUARTILE - 50% TO 75%



Wellington School,
Wellington, Somerset, TA21 8NT

Headmaster's Office Tel: 01823 668807

School Office Tel: 01823 668800

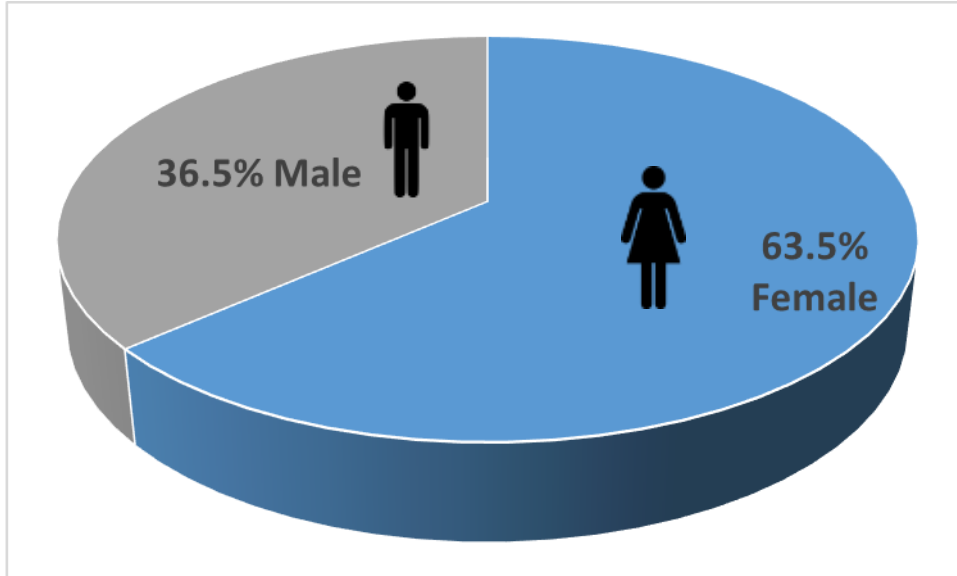
Fax: 01823 668855

Email: bursar@wellingtonschool.org.uk

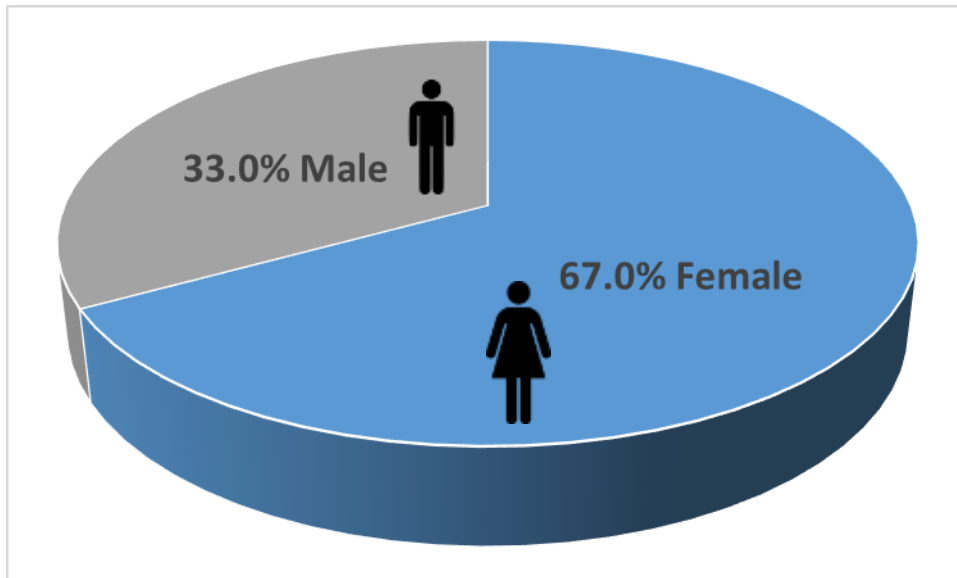
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LOWER MIDDLE QUARTILE - 25% TO 50%



LOWER QUARTILE - 0% TO 25%



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Our Aims to Reduce Our Current Gender Pay Gap.

- The School will continue to review its remuneration for all staff ensuring greater transparency and equity across equal or similar job roles.
- With a greater proportion of females within the lower quartile, the School will ensure that the pay gap is lessened by having a higher percentage increase in salaries in this quartile than across the others.
- The School continues to work on clearer remuneration structures across support roles and the introduction of a new HR system, will support better comparative information across all job roles and responsibilities.
- We will strive to continue to recruit from the widest possible talent pool whilst considering and accommodating as many requests as possible with regard to flexible working.
- We will attempt to maintain a healthy staff development budget for both teaching and support staff, which will give both males and females the opportunity to progress within the organisation depending on their individual aspirations.

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