

Gender Pay Gap Report and Supporting Narrative 2019 – 2020. Wellington School.

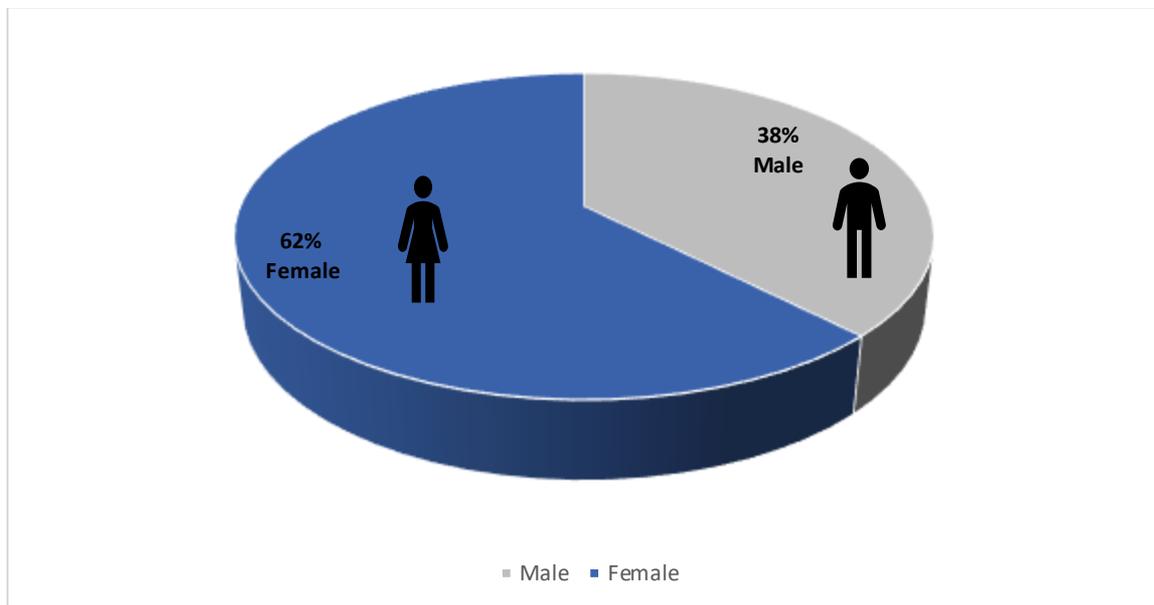
Due to the Coronavirus pandemic, reporting organisations were given an extension for submission of their gender pay gap covering the report period to 5 April 2020.

Alongside the extension to reporting, this submission's results are skewed by the Government Furlough Scheme. Any employees who were furloughed, were included in the Gender Make Up shown below, but were not included in the calculations of the Mean and Median Pay Gap and Quartiles. This means that of the 260 relevant employees, only 119 were used in calculations as 141 employees were furloughed.

Notwithstanding the above, the analysis of our Gender Pay Gap (GPG) shows that results continue to be predominantly driven by the greater number of male employees in our Upper Quartile and a greater number of female employees in the lower Quartiles. A greater proportion of our female workforce work part-time or flexibly, and this impacts on their average hourly rate. The School is working hard to reduce this and since the last report, the Mean Pay Gap has reduced further from 19.43% to 19.12%. There is a significant fall in the median pay gap from 29.49% to 11.59% but this is anticipated to rise slightly during the next reporting period due to a large proportion of female lower paid employees being furloughed.

What this does highlight is the fact that as all teaching staff were not furloughed, the data used predominantly refers to their remuneration. An 11.59% median gap demonstrates the School's commitment to reducing the pay gap through flexible working policies that have seen a greater number of males as well as females undertaking part time contracts.

OUR CURRENT GENDER MAKE-UP

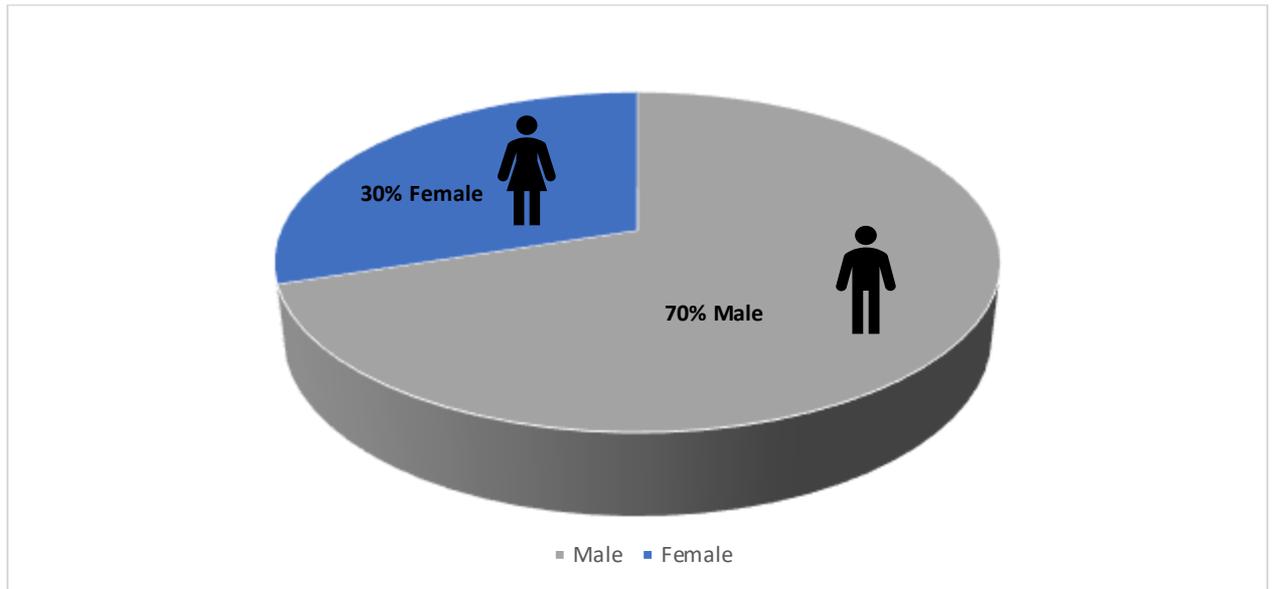


OUR CURRENT GENDER PAY GAP

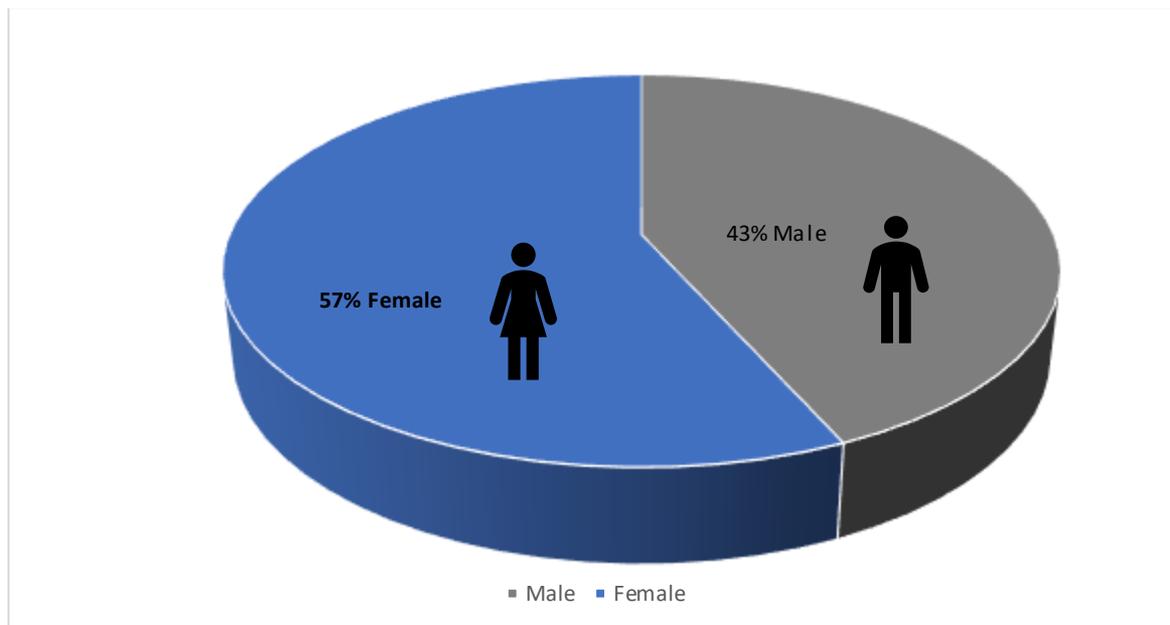
Mean Pay Gap = 19.12%

Median Pay Gap = 11.59%

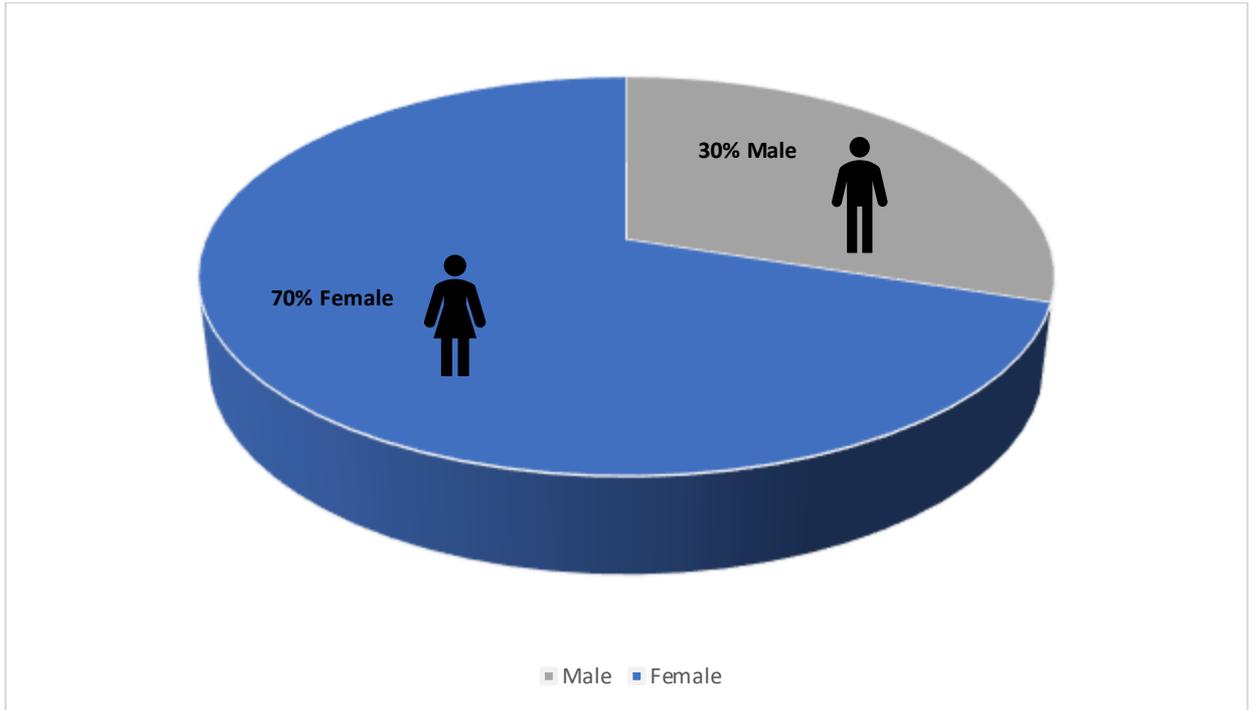
UPPER QUARTILE - 75% TO 100%



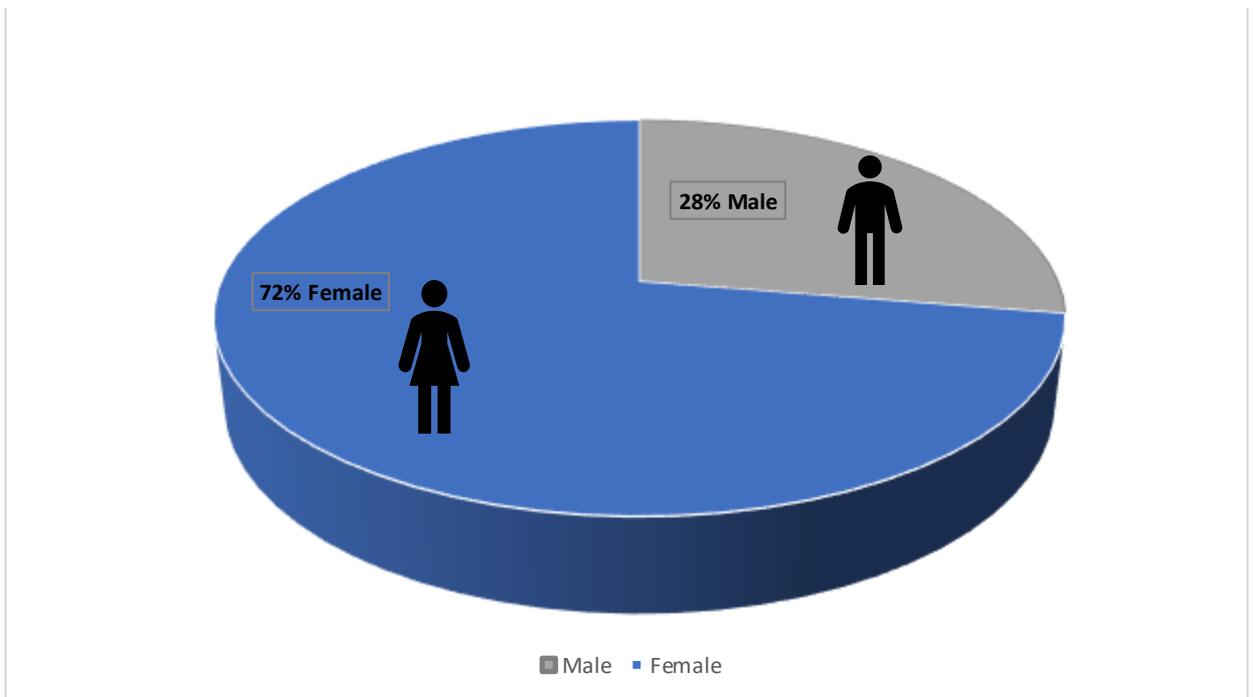
UPPER MIDDLE QUARTILE - 50% TO 75%



LOWER MIDDLE QUARTILE - 25% TO 50%



LOWER QUARTILE - 0% TO 25%



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.
- 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.