

Gender Pay Gap Report and Supporting Narrative 2020 – 2021. Wellington School.

This report covers the reporting period which includes 5 April 2021. As Wellington School runs a monthly payroll, data is used from the April 2021 payroll submission.

Unlike last year, the data provides a better comparator to previous years as the data was not skewed by high omissions of relevant employees due to furlough. This means that of the 267 relevant employees, 263 were included in the calculations of mean, median and quartiles. The 4 employees not included were absent within a period of unpaid sickness.

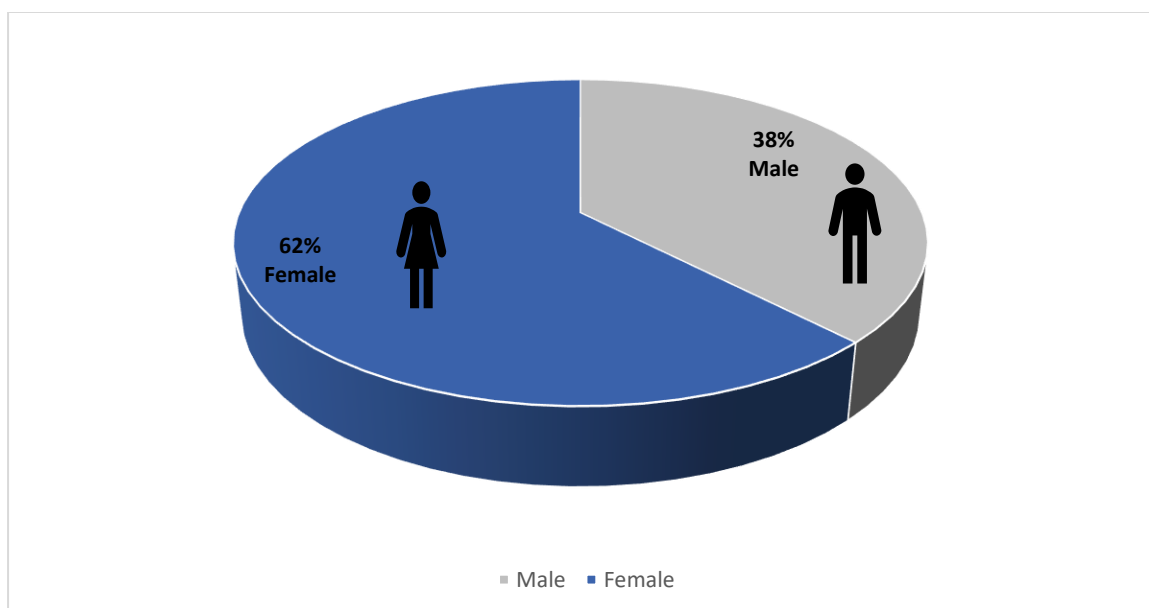
The current profile of male to female staff remains consistent to the previous year of 38% Male and 62% female, but the highlighted improvements are seen in the mean pay gap which has fallen from 19.12% to 11.82%. Since the start of reporting, the School has seen a consistent improvement in this figure; 23.15% (2017), 19.43% (2018) and 19.12% (2020). Please note there was no requirement to report in 2019 due to the Coronavirus pandemic. This significant further reduction is viewed positively by the School as it has worked hard over the reporting year to further promote females into positions of responsibility, consider flexible working opportunities and improve the balance of gender within Leadership roles.

The median pay gap has risen slightly from the 2018 level (32.4% in 2021 compared to 29.5% in 2018). This higher figure is due to the pyramid structure of employees, alongside a predominantly female workforce meaning that the highest proportion of employees in the middle and lower paid roles are female.

Historically the School has seen a greater number of male employees in our Upper Quartiles and a greater number of female employees in the lower Quartiles. In 2020, only 30% of the upper quartile was female (38.8% in 2018), whilst 2021's data has seen this rise to 50.8%. This is a fantastic improvement and for the first time, sees a greater proportion of females in the highest paid roles than males. In a school which has more female staff, equitable opportunity should see these differences. Similarly, in the Upper Middle Quartile, the proportion of females has risen to 66.7%, up from 57% in 2020 and is only slightly down on the 2018 figure of 69%.

Both the Lower Quartile and Lower Middle Quartiles have seen a reduction in Female employees, for 2021, both figures were between 63 and 65%, compared to 2020 figures of between 70 and 72% and 2018 figures of 63 and 67%.

OUR CURRENT GENDER MAKE-UP

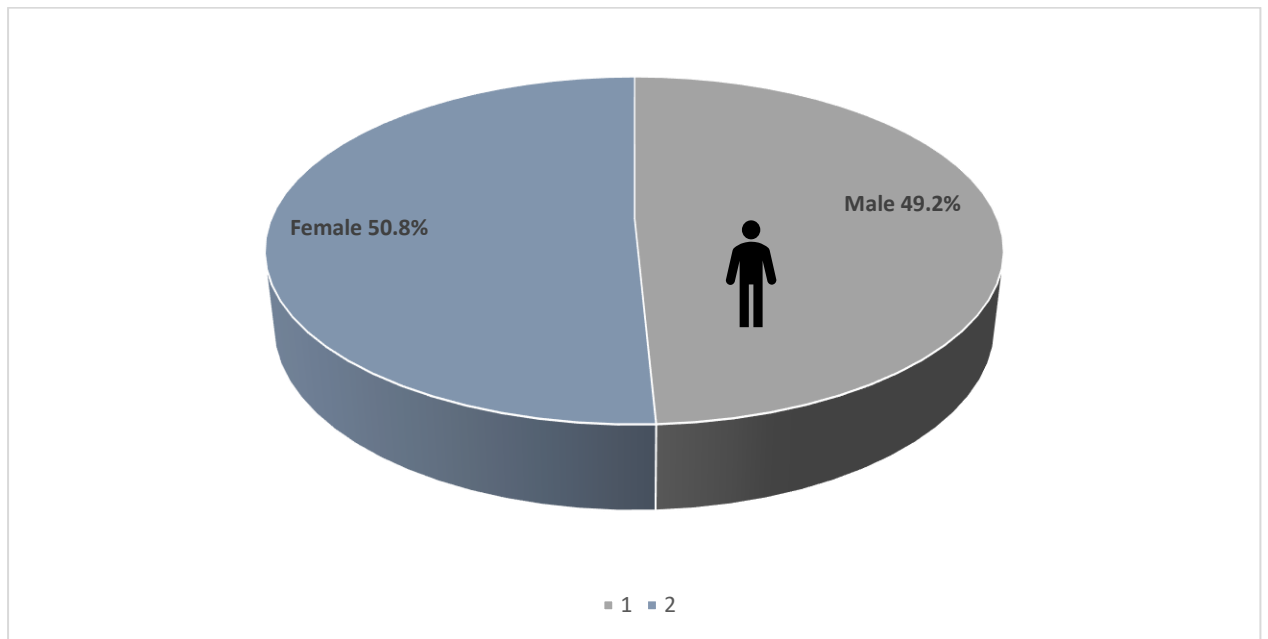


OUR CURRENT GENDER PAY GAP

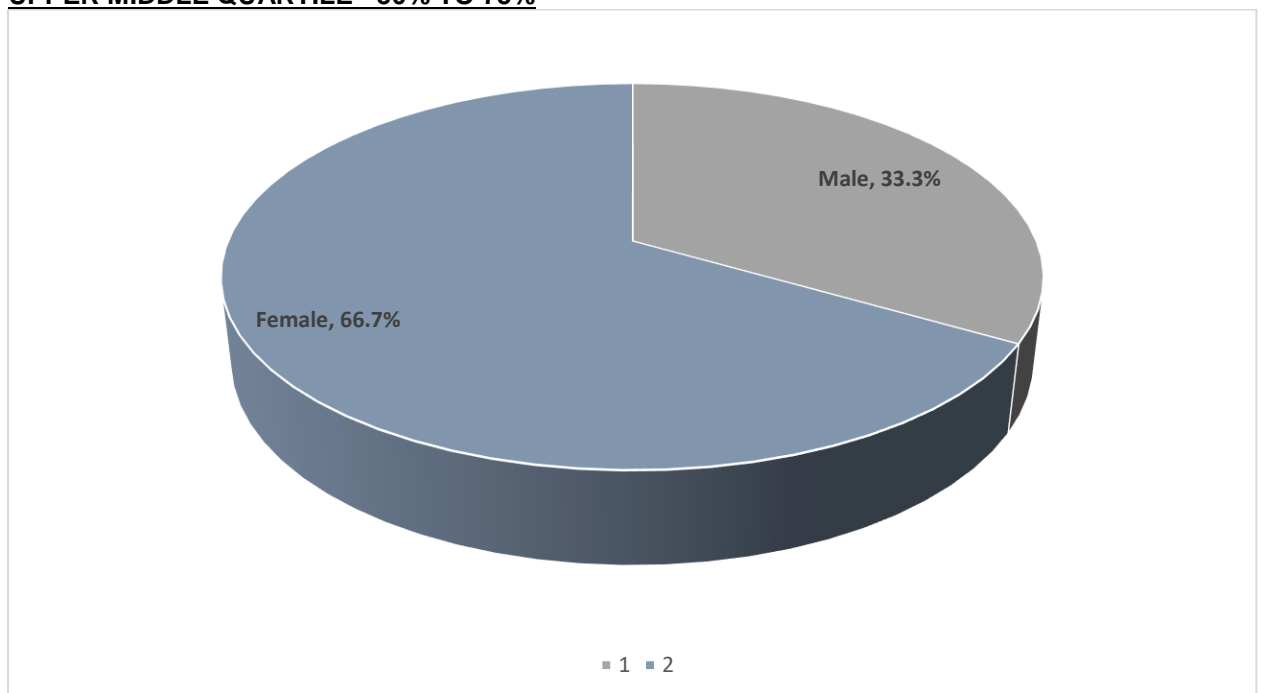
Mean Pay Gap = 11.82%

Median Pay Gap = 32.4%

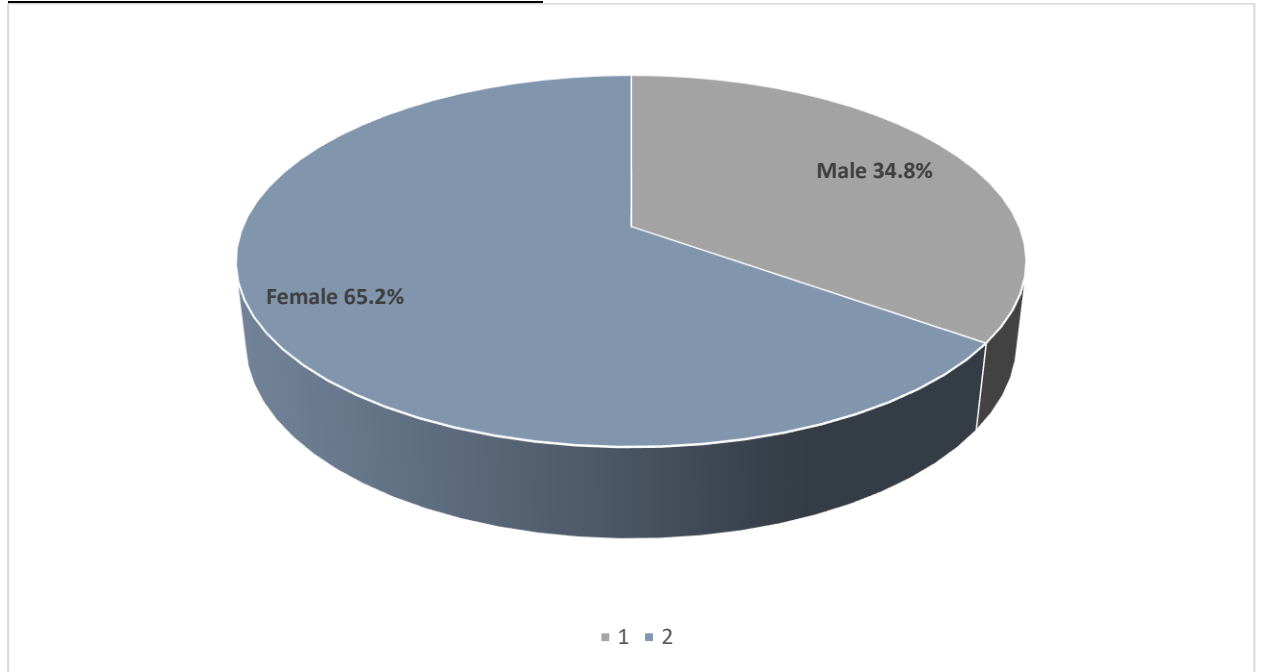
UPPER QUARTILE - 75% TO 100%



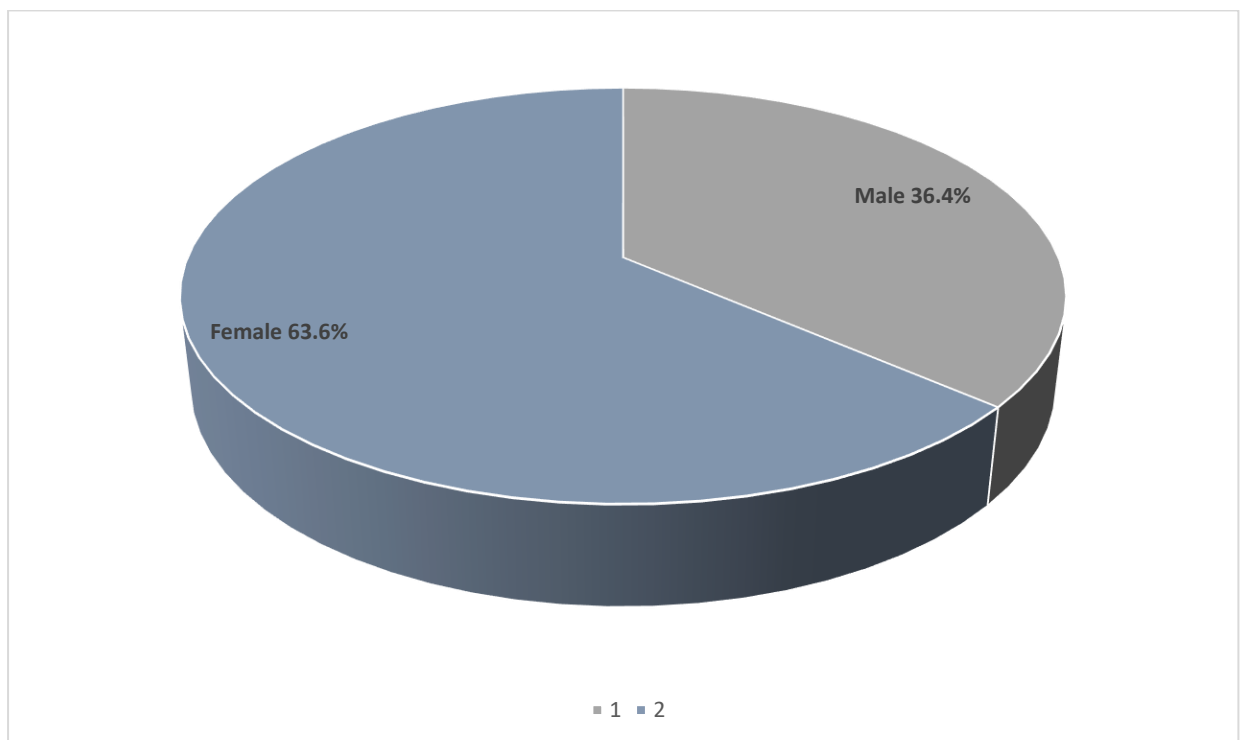
UPPER MIDDLE QUARTILE - 50% TO 75%



LOWER MIDDLE QUARTILE - 25% TO 50%



LOWER QUARTILE - 0% TO 25%



The School plans to continue to seek ways in which it can reduce the Current Gender Pay Gap even further.

- 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 will continue to examine further ways in which flexible working can be incorporated into job roles and seek to provide training and development opportunities for talented staff to progress.