

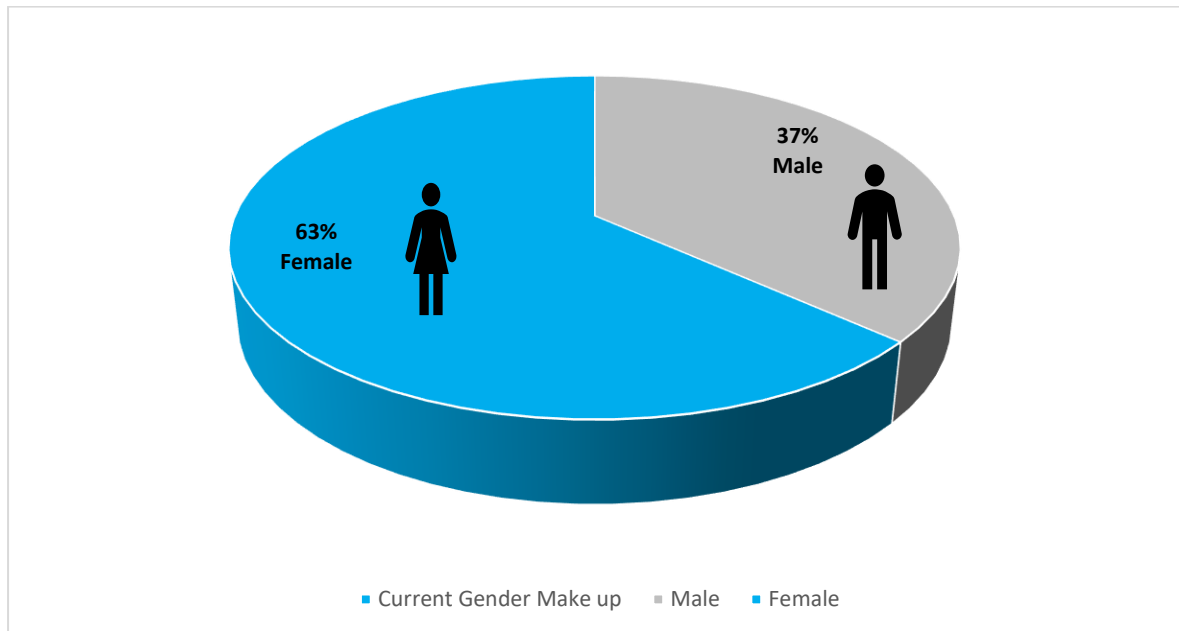
Gender Pay Gap Report and Supporting Narrative 2022 – 2023. Wellington School.

The Gender Pay Gap Report provides a snapshot of the pay of employees as at 5th April 2023, by measuring the difference between the average earnings of all male and female employees. As Wellington School runs a monthly payroll, data is used from the April 2023 payroll submission.

This year's data has 303 relevant employees, of which 295 were included in the calculations of mean, median and quartiles. The 8 employees not included were absent within a period of unpaid sickness or maternity leave.

The current profile of male to female staff remains relatively consistent to the previous year with just a slight increase in the overall number of male employees up to 37% compared to female employees who make up 63% of the workforce.

OUR CURRENT GENDER MAKE-UP



OUR CURRENT GENDER PAY GAP

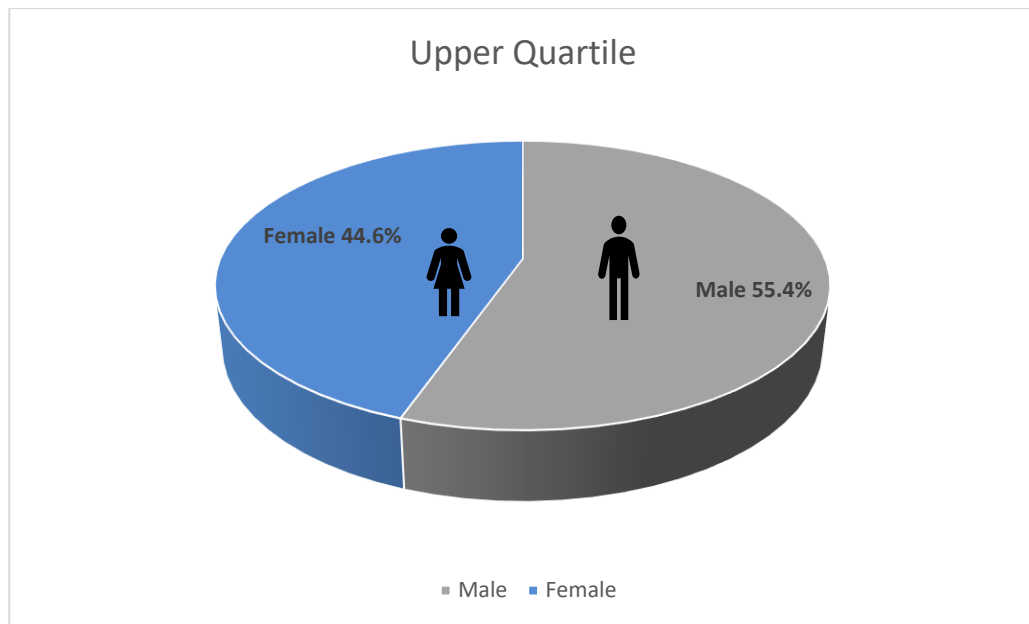
Mean Pay Gap = 13.91%

Median Pay Gap = 25.06%

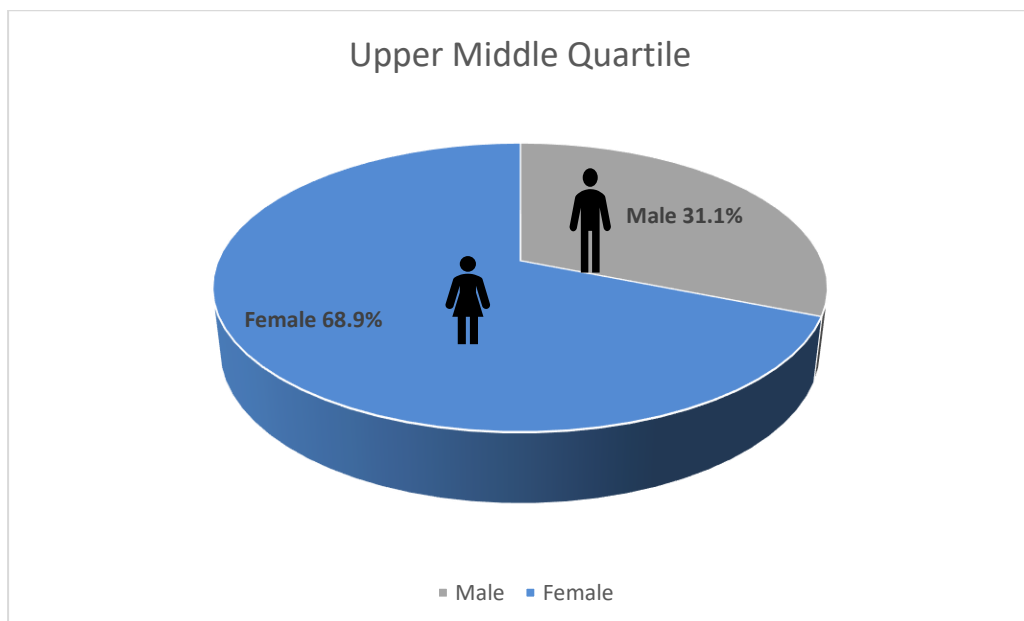
The Mean Gender Pay Gap has fallen from the previous year by 2.93% (having been 16.84% in 2022). This is the second lowest figure reported by the School since reporting began in 2018, the exception being in 2021 when it was 11.82%. but this figure was calculated during the COVID pandemic when figures were skewed by furlough payments. This year's figure is therefore a significant positive improvement for the school.

The Median Gender Pay Gap has also fallen significantly (by 11.07%) having been 36.13% the previous reporting period. This is the lowest figure achieved by the school since reporting began in 2018. This improvement is due to a concerted effort to reduce the gap between the highest paid employees of which 55.4% are male and the lowest paid where 74% are female.

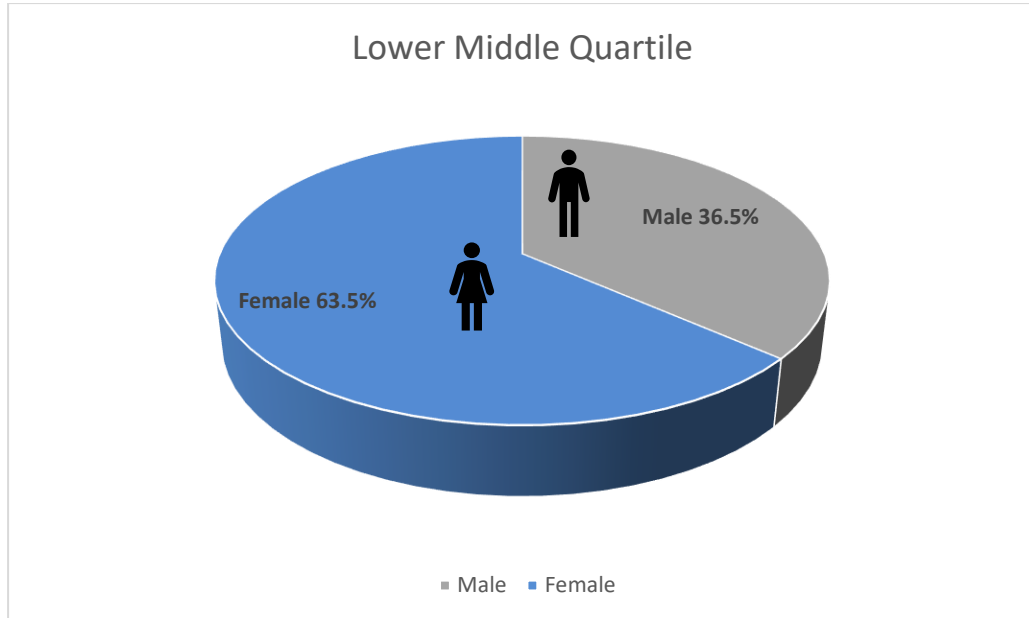
UPPER QUARTILE - 75% TO 100%



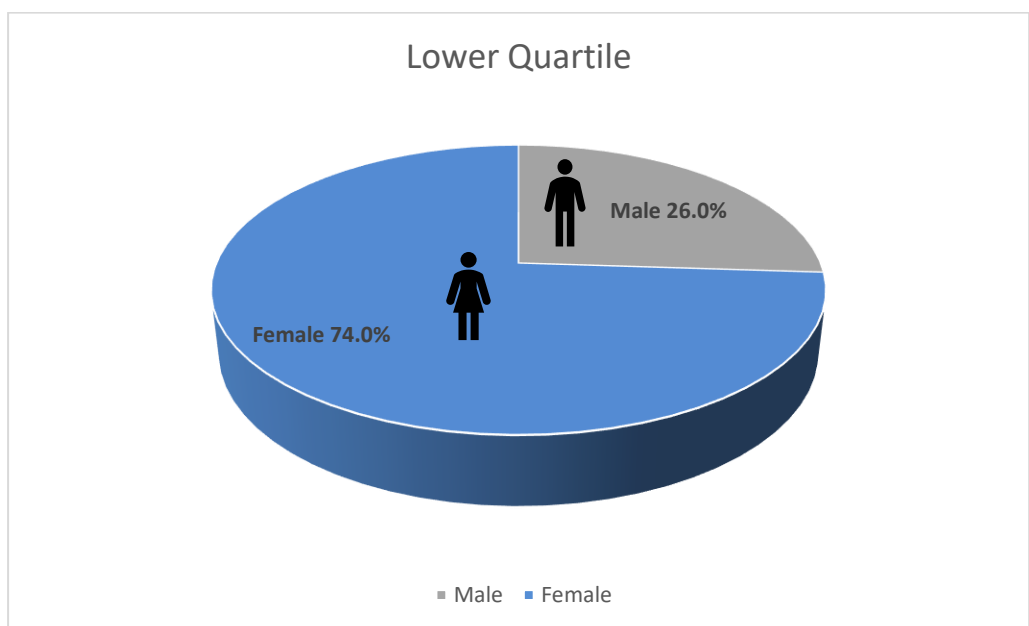
UPPER MIDDLE QUARTILE - 50% TO 75%



LOWER MIDDLE QUARTILE - 25% TO 50%



LOWER QUARTILE - 0% TO 25%



Drilling down into the quartiles data there is a mixture of increased and decreased figures. 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. In 2021's data this rose to 50.8% and in last years data it had risen again to 51.4%. This year has seen a slight decrease back to 44.6% but there remains an almost even split between male and female employees. More positively in the Upper Middle Quartile, females have increased outnumbering male employees 68.9% to 31.1%. This high proportion of females in the upper half of the pay range continues to show a commitment to improving opportunities for female staff to progress, or be recruited directly into senior roles. In a school which has more female staff, it should be expected to see these level of percentage differences (which closely match the overall gender breakdown of employees) in order to demonstrate that there is a commitment to providing equitable opportunity for females. These positive percentages demonstrate that the School is committed to ensuring there are no barriers to enabling females to progress or hold senior positions (either in a full time or part time capacity).

The Lower Quartile has remained relatively stable in the percentage of female employees (74% this year compared to 71% last year) however the Lower Middle Quartile has reduced to 63.5% female reflective of the increase in females falling in the Upper Middle Quartile. We have a large number of part-time, flexible roles within the School, which typically fall within these lower quartiles and often tend to attract more women than men hence the higher percentages.

Wellington School is committed to ensuring that all staff receive equal pay for equal work regardless of gender or any other protected characteristic. The Gender pay gap analysis is just one important tool which allows us to continually assess our fairness and if there are any areas for improvement. The School is always continuing to seek ways in which it can reduce it's Current Gender Pay Gap even further.

Last reporting period, the School had identified particular emphasis was needed on reducing the Median Gender Pay Gap through seeking to try and increase the lower and lower middle quartiles hourly rates so as to try and reduce the level of gap between the highest and lowest paid employees. This strategy appears to have begun to be effective with an 11.07% improvement this reporting period and with a further commitment in the September 2023 pay award to give a greater percentage increase to the lowest paid employees, the School is hopeful for further improvement in future years.