

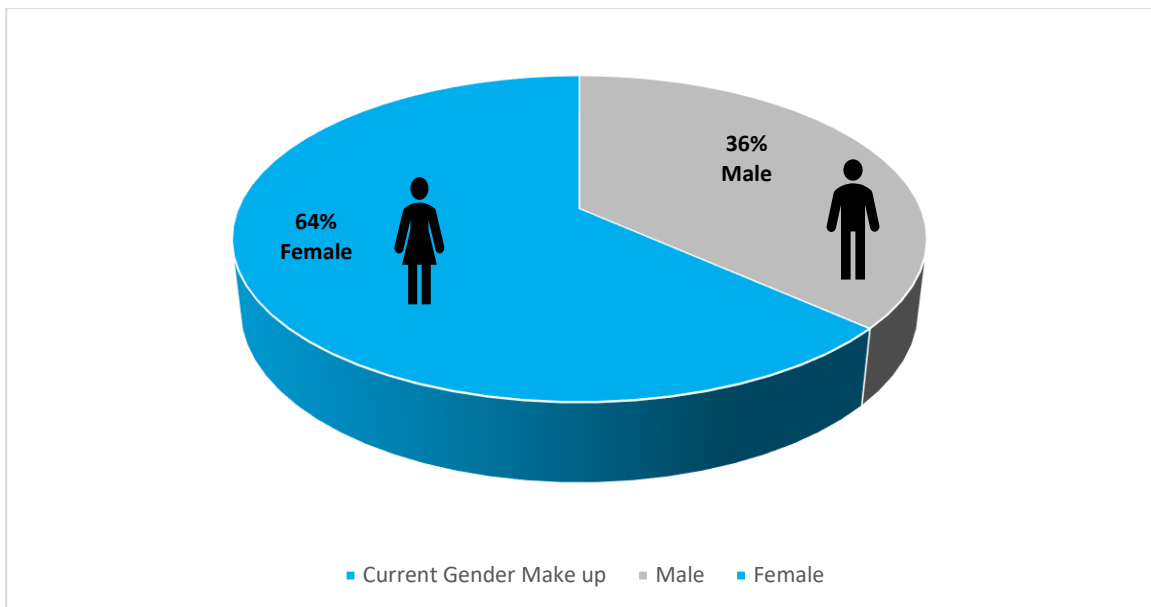
## Gender Pay Gap Report and Supporting Narrative 2024 – 2025. Wellington School.

The Gender Pay Gap Report provides a snapshot of the pay of employees as at 5th April 2025, 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 2025 payroll submission.

This year's data has 294 relevant employees, of which all were included in the calculations of mean, median and quartiles. This year there were no employees not included due to absence (e.g. 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 female employees up to 64% compared to male employees who make up 36% of the workforce.

### OUR CURRENT GENDER MAKE-UP



### OUR CURRENT GENDER PAY GAP

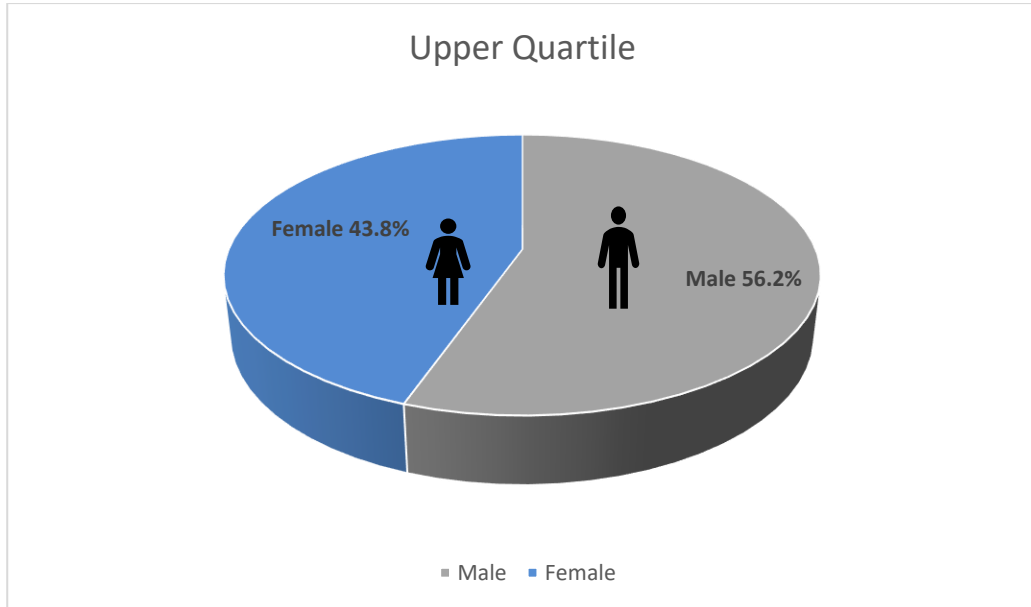
**Mean Pay Gap = 14.7%**

**Median Pay Gap = 29.87%**

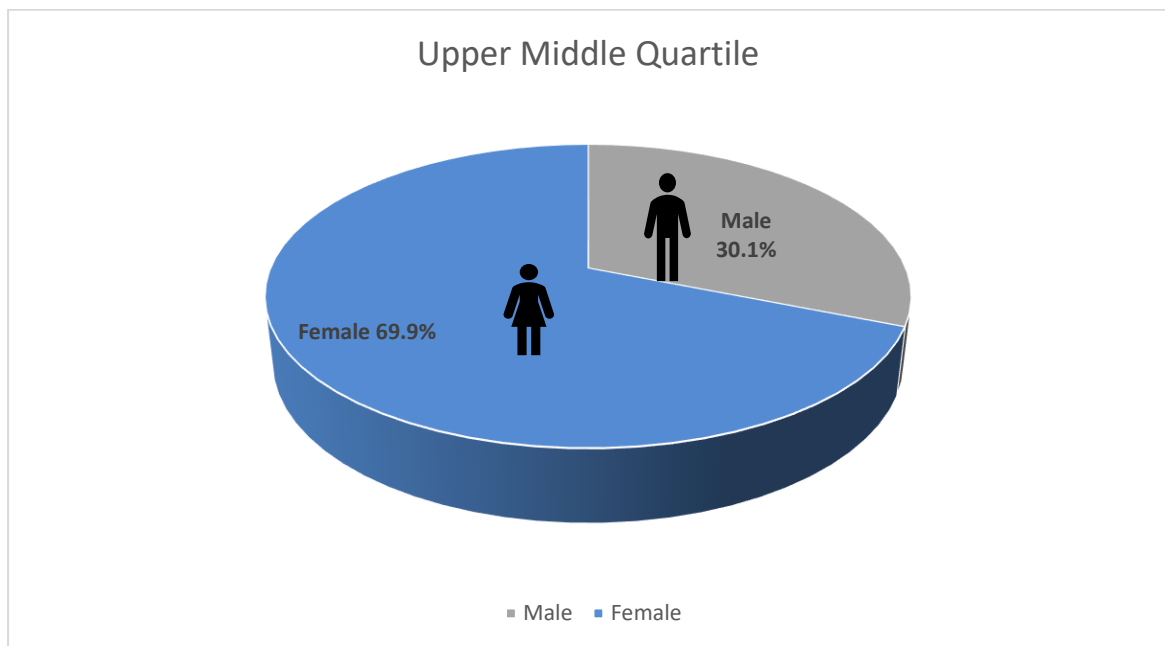
The Mean Gender Pay Gap has reduced very slightly from the previous year by 0.11% to 14.7% (having been 14.81% in 2024) but this remains lower than the previous reporting years 16.84% (2022) 19.12% (2020) 19.43% (2018) 23.15% (2017), the exceptions being in 2021 and 2023 when it was 11.82% and 13.91% respectively. The 2021 figure was calculated during the COVID pandemic when figures were skewed by furlough payments.

The Median Gender Pay Gap has risen (by 3.02%) having been 26.85% the previous reporting period. This has seen a return to a figure similar to 2019 but not as high as 2021 and 2022.

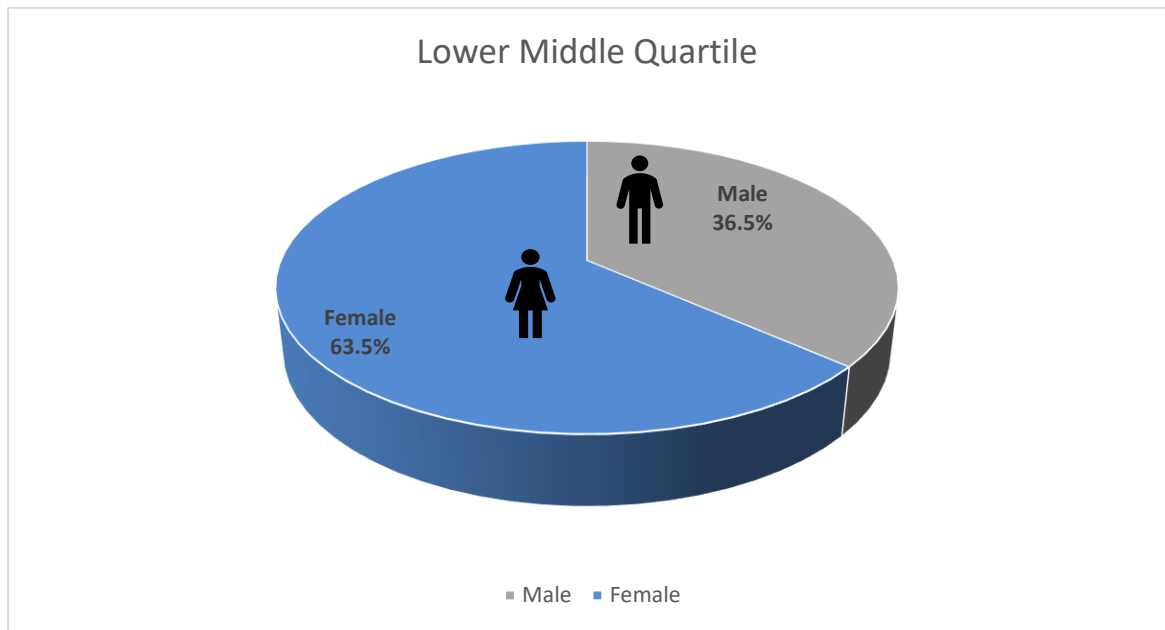
**UPPER QUARTILE - 75% TO 100%**



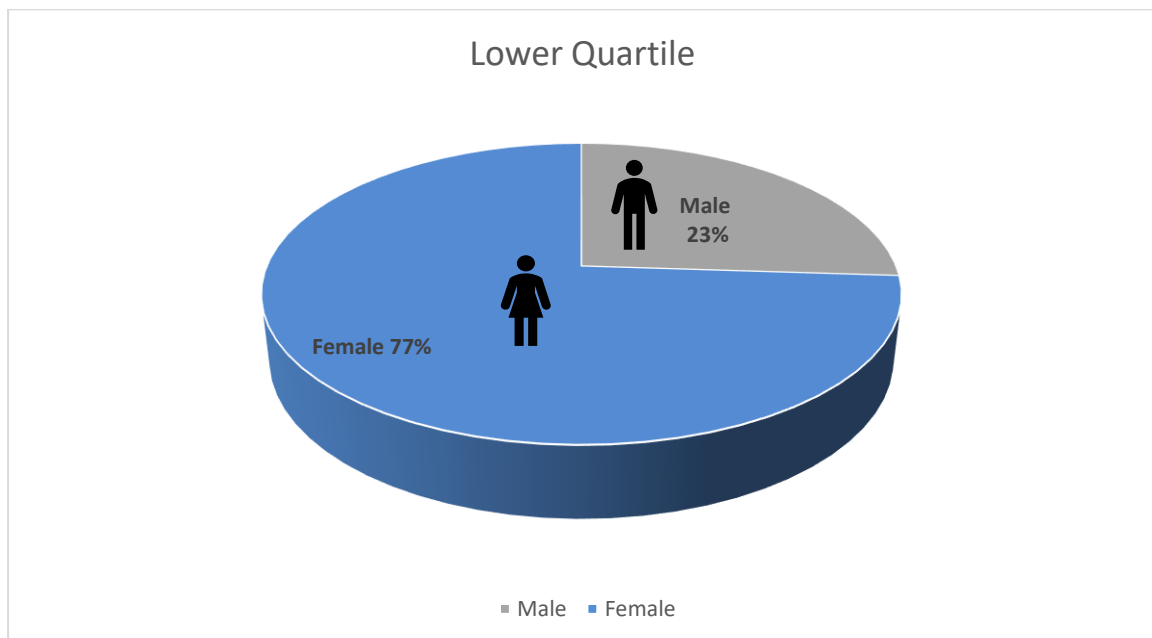
**UPPER MIDDLE QUARTILE - 50% TO 75%**



**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. This year (2025) the figure was 43.8% which is a small increase on 2024's figure of 43.4% but most positively there remains an almost even split between male and female employees. Equally positive in the Upper Middle Quartile, females have continued to increase in number by a further 1% from last year, outnumbering male employees 69.9% to 30.1%. 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 fairly similar to last year with the percentage of female employees (77% this year compared to 77.3% last year) whereas the Lower Middle Quartile percentage has returned to the 2023 figure of 63.5%. 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 its Current Gender Pay Gap even further.

Last reporting period and continuing for a further year, the School put particular emphasis on the need to try and reduce the Median Gender Pay Gap through seeking to 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 was initially effective however this year has seen a slight increase in the median figure once again. The pay award in September 2025 aimed to give a greater percentage increase to the lowest paid employees, so the School is hopeful for a return to further improvement in future years.