



GENDER PAY GAP REPORT – APRIL 2018

1. Mean Hourly Rate Gender Pay Gap 20.6%
2. Median Hourly Rate Gender Pay Gap 31.3%
3. Gender Quartile Percentages

Upper Quartile

Proportion of Male Staff	58%
Proportion of Female Staff	42%

Upper Middle Quartile

Proportion of Male Staff	25%
Proportion of Female Staff	75%

Lower Middle Quartile

Proportion of Male Staff	22%
Proportion of Female Staff	78%

Lower Quartile

Proportion of Male Staff	28%
Proportion of Female Staff	72%

Commentary

The Gender Pay statistics produced from April 2018 data is comparable to that of 2017. Wellingborough School remains committed to providing an environment which supports a vibrant and diverse workforce, across all areas of the organisation.

We continue to endeavour to make improvements to our talent attraction, development and retention approaches in support of this commitment.

The data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Prepared by Karen Harrison, HR & Payroll Manager; and Colin Evans, Bursar & Head of Finance.
1st February 2019.

Signed by Chairman of the Board: