

## **GENDER PAY GAP REPORT – SNAPSHOT AS AT 5 APRIL 2023**

Percentage of men and women in each hourly pay quartile:

	Men	Women
Upper Quartile	37.5%	62.5%
Upper Middle Quartile	39.1%	60.9%
Lower Middle Quartile	21.9%	78.1%
Lower Quartile	27.0%	73.0%

Mean (average) gender pay gap in hourly pay as a percentage of men's pay:  
17%

Median gender pay gap in hourly pay as a percentage of men's pay:  
27%

No bonus payments made

### Commentary

Wellingborough School has not been required to produce a Gender Pay Gap report since 2019, (headcount under 250).

The School uses a Teachers Pay Scale and Support Staff Salary Scale that are role specific, and gender agnostic. We are therefore content that we offer and pay the same rate for the same role, regardless of gender.

Domestic and administrative roles, falling mainly within the lower and lower middle quartile, attract predominantly female applicants. This therefore contributes to the gender pay gap reported above.

Wellingborough School remains committed to equality, diversity and inclusion in regards to our workforce, across all areas of the organisation. We endeavour to continue our efforts to attract, recruit and retain a diverse workforce to support a decrease within our Gender Pay Gap.

The gender pay gap information contained within the report is accurate.

Authorised by

**N A Johnson**

Bursar and Clerk to the Governors

For, and on behalf of, Wellingborough School