

GENDER PAY GAP REPORT – SNAPSHOT AS AT 5 APRIL 2024

Our mean (average) gender pay gap in hourly pay as a percentage of men's pay: 19%

Our median gender pay gap in hourly pay as a percentage of men's pay: 24%

No bonus payments were made.

Percentage of men and women in each hourly pay quartile:

	Men	Women
Upper Quartile	41.7%	58.3%
Upper Middle Quartile	32.8%	67.2%
Lower Middle Quartile	18.3%	81.7%
Lower Quartile	26.2%	73.8%

Commentary

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 with regards to our workforce. 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