

Gender Pay Gap Report

As an employer with more than 250 employees, St Edward's School is required by law to publish annual Gender Pay Gap reports on the School's website and on the government's online reporting service. As a co-educational school, St Edward's is committed to gender equality in all areas.

The law requires a snapshot of data based on pay information as of 5th April 2024. The following figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ('the Regulations'):

- The mean gender pay gap for the School is 9.93% (2023 11.5%, 2022 15.69%, 2021 17.5%)
- The median gender pay gap for the School is 13.33% (2023 17.35%, 2022 23.33%, 2021 26.0%)

It should be noted that both the mean and median gender pay gap for the School have further reduced in the past 12 months. This is due to a higher proportion of male employees being employed in the Lower Quartile (34% in 2024 compared to 32% in 2023 and 28% in 2022) and a higher proportion of female employees being employed in the Upper Quartile (49% in 2024 compared to 48% in 2023 and 46% in 2022). The Regulations require the following data to be published:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (Number of Employees)	34% (45)	38% (51)	44% (58)	51% (68)
Female (Number of Employees)	66% (89)	62% (82)	56% (75)	49% (65)

The Regulations also require bonus payments information to be published. Bonus payments are paid very occasionally to a small number of staff. The mean bonus pay gap in 2024 was **-77.47%** which means that on average, female staff received higher bonus payments than male staff in this cohort and timeframe. The median bonus gap was **0.00%**.

St Edward's does not outsource any of its day to day operations. As a result, the School has a varied and diverse range of employees to support the teaching and pastoral care of boarding and day pupils. The School has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender.

Teaching staff account for approximately 25% of the School's employees and are paid according to the School's own incremental pay scale which rewards teachers' performance, experience and their wider contribution to the School. Rates of pay for support staff are reviewed regularly and compared with national and local rates. All rates of pay are reviewed annually.

The School is confident that the reported Gender Pay Gap does not result from paying men and women differently for the same or equivalent work.



Edward Hayter
Bursar & Chief Operating Officer