



# WELLINGTON COLLEGE



## Gender Pay Report

2023



# Our Gender Pay Gap Report

## INTRODUCTION

Wellington College is a charity which operates two schools, Wellington College (ages 13 to 18 years) and Eagle House (ages 3 to 13 years), both of which are fully co-educational boarding and day schools offering an excellent all-round education, between them, to almost 1500 pupils.

The charity operates its trading activities through two wholly owned subsidiaries, Wellington College Educational Enterprises and Wellington College Services.

The data for Wellington College Educational Enterprises for the purposes of this report has been combined with Wellington College Data.

## UK GENDER PAY GAP REPORTING REQUIREMENTS

Since April 2017, the Government has required all UK employers with a headcount in excess of 250 employees, to review and report on gender pay based on a 'snapshot' of data taken on 5<sup>th</sup> April each year, covering the following:

1. Gender pay gap (mean and median averages)
2. Proportion of men and women in each quartile of the organisations pay structure
3. Gender bonus gap (mean and median averages)
4. Proportion of men and women receiving bonuses

## DEFINITION

The Gender Pay Gap seeks to show the difference between the average pay of men and women within the organisation irrespective of their role.

It should be noted that "Gender Pay" differs from "Equal Pay". Equal Pay means men and women must receive equal pay for equal work (i.e. when working in the same job at the same level) in accordance with the Equality Act 2010. As previously mentioned, 'Gender Pay' reflects the difference in average earnings between all men and all women across the organisation, regardless of their position, job level and pay grade.



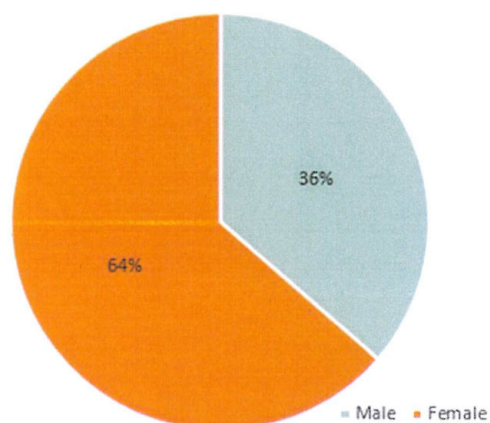
## SUMMARY OF OUR DATA FINDINGS FOR 2023

### Context

This report is based on a data snapshot taken on 5<sup>th</sup> April 2023. It includes all relevant staff in employment on that date (which includes hourly paid staff).

On the snapshot date, we had a total of 711 employees across all entities made up of 36% male employees and 64% female employees. Whilst around 250 of our employees are teachers, the remaining employees cover a large range of functions such as catering, domestics, health & fitness associates, security operatives and professional support services.

Employee Gender Split  
All Employees (WC, EH & WCS)



### Gender Pay Gap – Mean and Median

The mean hourly score is calculated by adding together all hourly rates and then dividing by the number of individual employees at the time of the “snapshot”. The median hourly score is calculated by arranging the rates of pay in numerical order to identify the middle hourly rate.

Based on the snapshot data taken on the 5<sup>th</sup> April 2023, our data for Wellington College (including WCEE), Eagle House and Wellington College Services shows a combined mean gender pay gap of 1.74%.

Wellington College (Inc WCEE), Eagle House & Wellington College Services combined:

	Male	Female	Percentage Difference
Mean	30.41	29.88	1.74%
Median	20.10	16.48	18.01%

Wellington College (Inc WCEE):

	Male	Female	Percentage Difference
Mean	32.33	33.90	-4.86%
Median	23.30	17.17	26.31%

Eagle House:

	Male	Female	Percentage Difference
Mean	18.05	17.22	4.60%
Median	15.37	15.35	0.13%

Wellington College Services:

	Male	Female	Percentage Difference
Mean	17.92	15.38	14.17%
Median	14.49	13.95	3.73%

In addition, if we look at the breakdown within Wellington College for teaching and non-teaching staff, we have the following results.

Wellington College Non-Teaching Staff:

	<b>Male</b>	<b>Female</b>	<b>Percentage Difference</b>
<b>Mean</b>	31.87	35.10	-10.13%
<b>Median</b>	15.46	15.82	-2.33%

Wellington College Teaching Staff:

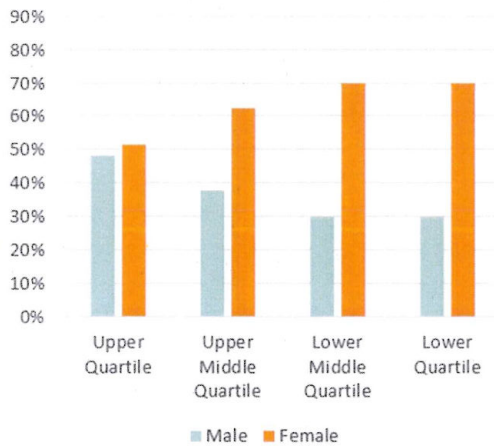
	<b>Male</b>	<b>Female</b>	<b>Percentage Difference</b>
<b>Mean</b>	32.89	30.18	8.24%
<b>Median</b>	31.80	29.79	6.32%

## Gender Pay Quartile Bands

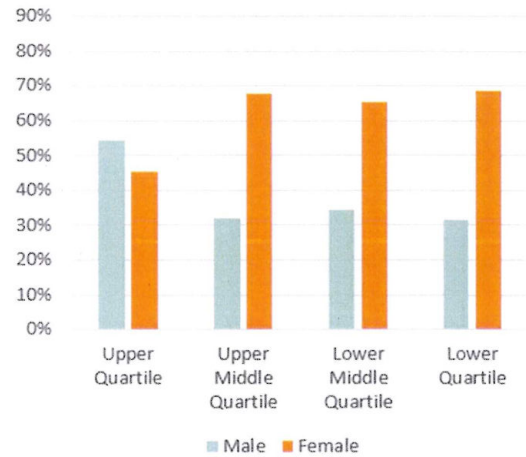
Wellington College (Inc WCEE), Eagle House & Wellington College Services combined:

	Male	Female
<b>Upper Quartile</b>	48.31%	51.69%
<b>Upper Middle Quartile</b>	37.64%	62.36%
<b>Lower Middle Quartile</b>	29.78%	70.22%
<b>Lower Quartile</b>	29.94%	70.06%

Proportion of male and female employees per quartile 2023



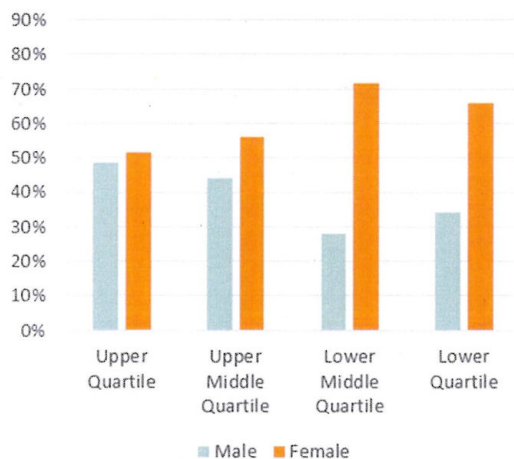
Proportion of male and female employees per quartile 2022



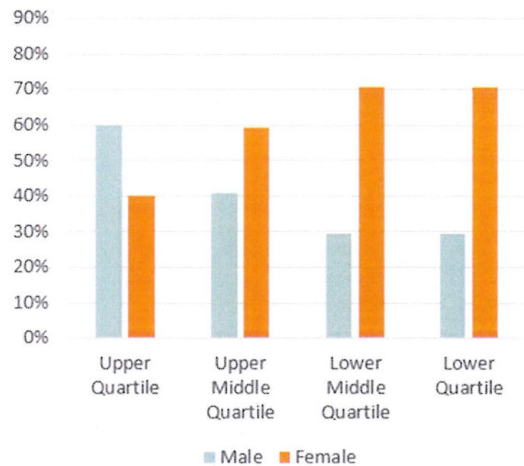
Wellington College (Inc WCEE):

	Male	Female
<b>Upper Quartile</b>	48.53%	51.47%
<b>Upper Middle Quartile</b>	44.12%	55.88%
<b>Lower Middle Quartile</b>	28.15%	71.85%
<b>Lower Quartile</b>	34.07%	65.93%

Proportion of male and female employees per quartile 2023



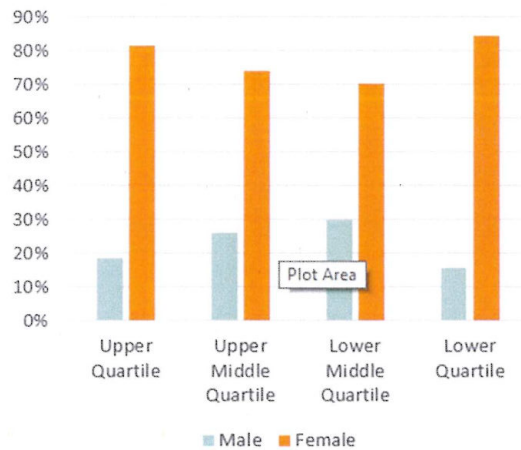
Proportion of male and female employees per quartile 2022



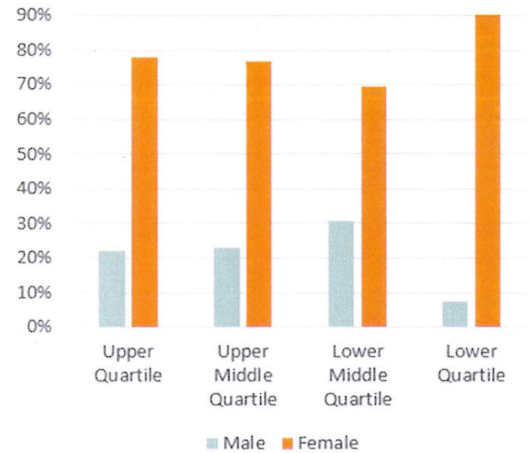
#### Eagle House:

	Male	Female
<b>Upper Quartile</b>	18.52%	81.48%
<b>Upper Middle Quartile</b>	25.93%	74.07%
<b>Lower Middle Quartile</b>	29.63%	70.37%
<b>Lower Quartile</b>	15.38%	84.62%

Proportion of male and female employees per quartile 2023



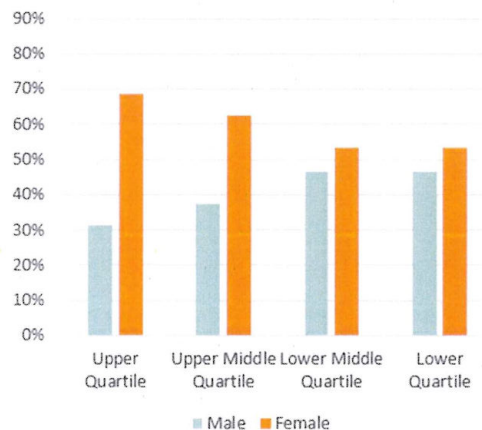
Proportion of male and female employees per quartile 2022



#### Wellington College Services:

	Male	Female
<b>Upper Quartile</b>	31.25%	68.75%
<b>Upper Middle Quartile</b>	37.50%	62.50%
<b>Lower Middle Quartile</b>	46.67%	53.33%
<b>Lower Quartile</b>	46.67%	53.33%

Proportion of male and female employees per quartile 2023



#### Bonuses – Mean, Median and Proportion Data

Across all entities we only have a small number of employees who are eligible for regular variable pay in the form of bonus payments. Our mean bonus gap is 36.51% and our median bonus gap is 42.86%.



## DECLARATION

We confirm that the calculations are accurate and have been compiled in accordance with the Equality Act 2010 (Gender pay Gap Information) Regulations 2017 and the Guidance on Managing Gender Pay Reporting jointly published by the Arbitration and Conciliation Service (ACAS) and Government Equalities Office in December 2017.

A handwritten signature in black ink, appearing to be 'S. Crouch', written in a cursive style.

Stephen Crouch  
**Chief Operating Officer**

A handwritten signature in black ink, appearing to be 'J. Self', written in a cursive style.

Jacqui Self  
**Human Resources Director**