



WELLINGTON COLLEGE



Gender Pay Report

2024



Our Gender Pay Gap Report

INTRODUCTION

Wellington College is a charity which operates two schools, Wellington College (ages 13 to 18 years) and Wellington College Prep (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.

For the purposes of this report 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 5th 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 2024

Context

This report is based on a data snapshot taken on 5th April 2024. It includes all relevant staff in employment on that date (which includes hourly paid staff).

On the snapshot date, we had a total of 603 employees across all entities made up of 36% male employees and 64% female employees. Whilst 206 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.

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 5th April 2023, our data for Wellington College Group shows a combined mean gender pay gap of 18.56%.

Wellington College Group:

	Male	Female	Percentage Difference
Mean	26.50	21.66	18.26%
Median	23.88	18.72	21.61%

Wellington College (Inc WCEE):

	Male	Female	Percentage Difference
Mean	27.09	22.18	18.12%
Median	24.41	18.75	23.19%

Wellington College Prep:

	Male	Female	Percentage Difference
Mean	20.08	19.74	1.69%
Median	15.57	18.67	-19.91%

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:

	Male	Female	Percentage Difference
Mean	20.25	19.3	10.82%
Median	14.89	16.34	-9.66%

Wellington College Teaching Staff:

	Male	Female	Percentage Difference
Mean	34.03	32.00	5.97%
Median	31.99	30.81	3.69%

Gender Pay Quartile Bands

Wellington College (Inc WCEE):

	Male	Female
Upper Quartile	52%	48%
Upper Middle Quartile	43%	57%
Lower Middle Quartile	26%	74%
Lower Quartile	38%	62%

Gender Pay Quartile Bands

Wellington College Prep:

	Male	Female
Upper Quartile	15%	85%
Upper Middle Quartile	15%	85%
Lower Middle Quartile	24%	76%
Lower Quartile	20%	80%

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. Due to staff changes over the period, our current mean and median bonus gap is 100%.

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.



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Chief Operating Officer



Jacqui Self
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