



WELLINGTON  
COLLEGE

# Gender Pay Report 2025

# Our Gender Pay Gap Report

## INTRODUCTION

Wellington College is a charitable organisation operating two schools: Wellington College (ages 13–18) and Wellington College Prep (ages 3–13). Both are fully co-educational boarding and day schools, offering an outstanding all-round education to almost 1,500 pupils. Our mission is to inspire and prepare young people to serve and lead in a rapidly changing world, and we believe that diversity and inclusion are central to achieving this goal.

The charity's trading activities are managed through two wholly owned subsidiaries: Wellington College Educational Enterprises and Wellington College Services. For the purposes of this report, data from Wellington College Educational Enterprises and Wellington College Services has been combined with Wellington College data.

## COMPLIANCE STATEMENT

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It is important to note that gender pay gap differs from equal pay. Equal pay means men and women receive equal pay for equal work, as required by the Equality Act 2010. Gender pay gap reflects the difference in average earnings between all men and all women across the organisation, regardless of role or grade.

### Context

This report is based on a snapshot taken on 5 April 2025 and includes all relevant staff in employment on that date, including hourly paid staff. On 5<sup>th</sup> April 2025 we had a total of 584 employees with a 40% male, 60% female gender split. Teaching staff totalled 184 with the remaining covering roles including domestic services, health & fitness, security, and professional support services.

### Gender Pay Gap – Mean and Median

On 5<sup>th</sup> April 2025, the data for Wellington College Group shows a combined mean gender pay gap of 19.63%.

Wellington College	Mean			Median		
	Male	Female	%	Male	Female	%
All Staff	28.53	22.93	19.63%	24.83	18.88	23.96%
Teaching	35.70	32.99	7.59%	32.66	32.50	0.49%
Support	22.62	19.32	14.59%	15.23	16.80	-10.31%

Wellington College Prep	Mean			Median		
	Male	Female	%	Male	Female	%
All Staff	19.53	20.27	-3.79%	16.01	18.65	-16.49%
Teaching	25.31	26.41	-4.35%	25.91	27.12	-4.67%
Support	14.72	15.66	-6.39%	14.48	14.09	2.69%

## Gender Pay Gap - Quartile Bands

Wellington College	Quartile Band			
	Upper	Upper Middle	Lower Middle	Lower
Male	49%	45%	32%	33%
Female	51%	55%	68%	67%

Wellington College Prep	Quartile Band			
	Upper	Upper Middle	Lower Middle	Lower
Male	19%	11%	33%	19%
Female	81%	89%	67%	81%

## Bonuses

Across all entities, only a small number of employees are eligible for bonus payments. Due to staff changes during the period, our current mean and median bonus gap is 100%.

## TACKLING OUR GENDER PAY GAP

At Wellington College, we are proud to be a fully co-educational school, and we are committed to ensuring that our workforce reflects the inclusive community we strive to provide. Our Gender Pay Gap Report helps us understand the distribution of roles across the College and the factors that influence average pay.

As in many schools, the gap is shaped by the balance of men and women in teaching and leadership roles, which are among the most senior positions. We continue to focus on broadening representation in these areas so colleagues at all levels reflect the diversity of our community.

Across our operational and professional support teams, we already see strong gender balance, and many departments are led by women. We will continue to support career development, progression and inclusive recruitment to attract and retain talented people.

We recognise that closing the gender pay gap is a long-term commitment. While we are encouraged by the progress to date, we remain focused on promoting equality and inclusion so that every pupil and colleague benefits from a diverse and supportive environment.

## 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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