

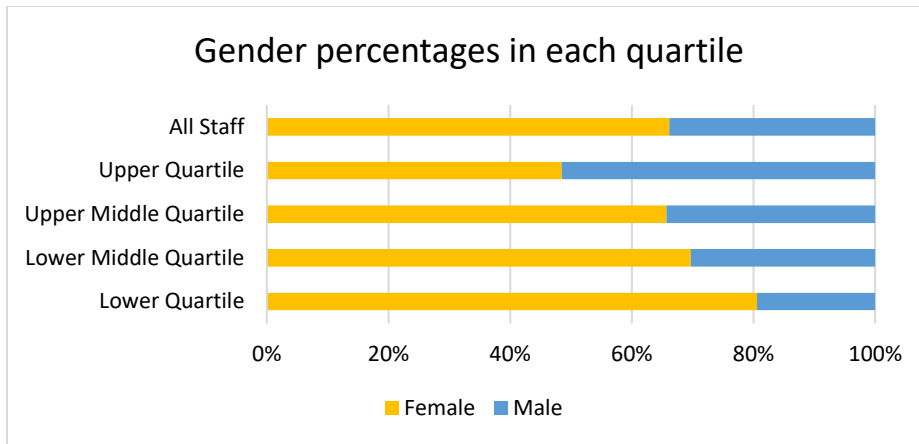


Gender Pay Gap Report – April 2025

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 this gender pay gap report calculates the percentage of men and women in each hourly pay quartile, and the mean and median gender pay gaps for hourly pay. Positive pay gap percentages would indicate that women have lower hourly pay than men. The calculations are based on the snapshot date of 5th April 2025 and the pay period April 2025.

Gender Pay Gap Results

	Female		Male		Total
	Number	%	Number	%	
Upper Quartile	32	48.5%	34	51.5%	66
Upper Middle Quartile	44	65.7%	23	34.3%	67
Lower Middle Quartile	46	69.7%	20	30.3%	66
Lower Quartile	54	80.6%	13	19.4%	67
All Staff	176	66.2%	90	33.8%	266



	Pay gap April 2025	Pay gap April 2024
Mean hourly pay gap	19.0%	20.9%
Median hourly pay gap	5.4%	5.4%
Bonus pay gap (no bonuses paid)	N/A	N/A

Supporting Narrative

Churcher's College aims to be a fair employer and is committed to equal opportunities. Staff in the same role are paid equally regardless of gender. Teachers and leadership staff are paid in accordance with defined gender-neutral pay scales based on experience and responsibility. Support staff are paid with reference to the nature of the role including responsibility and specialist skills. Rates of pay for all roles are regularly benchmarked against similar roles regionally and across the education sector.



The pay gaps and distribution set out above reflect the facts that:

1. There are about three times as many women (75%) as men (25%) in support roles, many of which are lower paid than teaching roles. In recruitment these roles continue to attract a disproportionate number of female applicants.
2. While the school's full-time staff are roughly evenly split between women (51%) and men (49%), the vast majority (89%) of part-time staff are women. Management positions have management allowances or are higher paid, and most of them are full-time roles. Consequently full-time roles on average have a higher rate of pay than part-time roles.

These patterns can be seen in the tables below. The bottom table shows the number and percentage of part-time (PT) male and female staff in each quartile. This shows that few staff (3 of 66) in the upper quartile are part-time, whereas most staff (44 of 67) in the lower quartile are part-time and most of those (41) are female.

Teaching Staff	Female		Male		Total
	Number	%	Number	%	
Full-time staff	57	50.0%	57	50.0%	114
Part-time staff	37	86.0%	6	14.0%	43
All Staff	94	59.9%	63	40.1%	157

Support Staff	Female		Male		Total
	Number	%	Number	%	
Full-time staff	26	54.2%	22	45.8%	48
Part-time staff	56	91.8%	5	8.2%	61
All Staff	82	75.2%	27	24.8%	109

All Staff	Female		Male		Total
	Number	%	Number	%	
Full-time staff	83	51.2%	79	48.8%	162
Part-time staff	93	89.4%	11	10.6%	104
All Staff	176	66.2%	90	33.8%	266

All Staff	Female			Male		
	Number	Part-time	% PT	Number	Part-time	% PT
Upper Quartile	32	2	6.3%	34	1	2.9%
Upper Middle Quartile	44	26	59.1%	23	4	17.4%
Lower Middle Quartile	46	24	52.2%	20	3	15.0%
Lower Quartile	54	41	75.9%	13	3	23.1%
All Staff	176	93	52.8%	90	11	12.2%



Annual trends

Comparing April 2024 to April 2025, the median hourly pay gap is unchanged while the mean hourly pay gap has reduced slightly from 20.9% to 19.0%. This correlates with an increase in the percentage of female staff in the upper quartile from 47.5% to 48.5%. At the same time the percentages of male staff in the upper middle and lower middle quartiles have increased from 31.1% and 27.9% to 34.3% and 30.3% respectively. The percentages of male and female staff in the lower quartile are unchanged. Overall the percentage of male staff has increased from 32.7% to 33.8%.

I confirm that this report is complete and accurate to the best of my belief.

Neil Medley

Bursar

2 April 2026