

# Sevenoaks School Gender Pay Report - April 2025

## Introduction

Government legislation requires organisations with 250 or more employees to report annually on their gender pay gap.

The gender pay gap is the difference between the average hourly pay of men and women in an organisation and includes the mean and median gender pay gaps, together with the proportions of male and female employees in each pay quartile.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## About Sevenoaks School

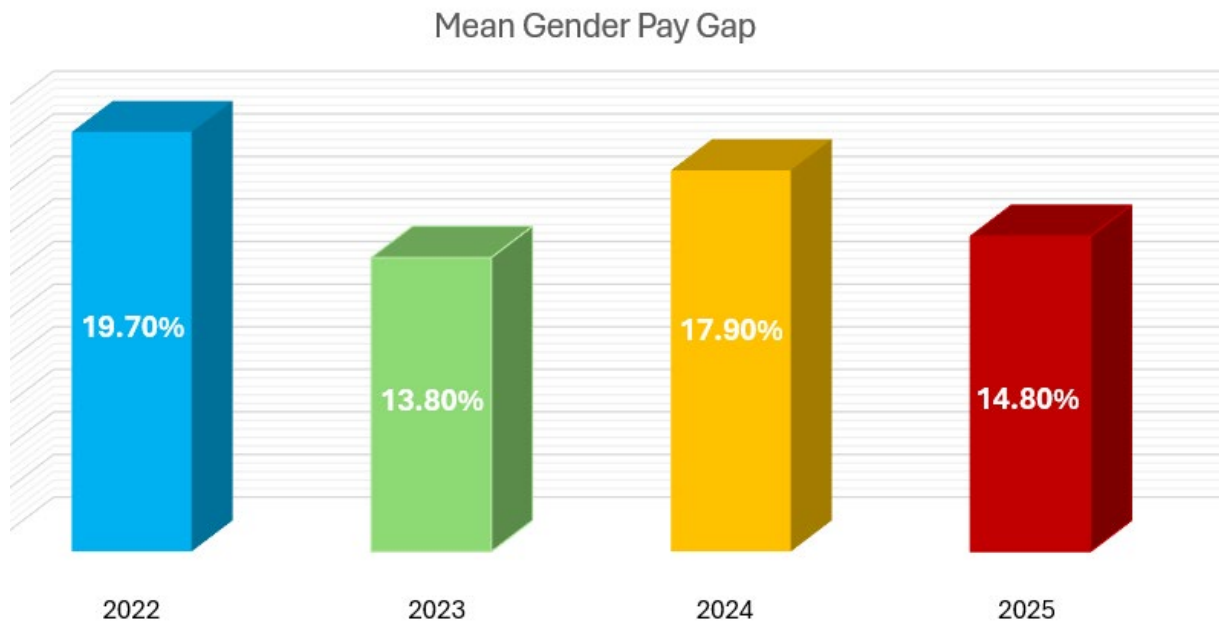
Sevenoaks School is one of the UK's longest established schools, offering an innovative approach to education, an ethos of lifelong learning, strong pastoral care and a culture of kindness and mutual respect. We provide an excellent co-curricular programme for students and staff, and both academic and support staff benefit from this culture.

We believe that having a diverse staff body enhances our school and we actively work to increase this diversity. We employ a range of skilled teaching staff in academic, pastoral and co-curricular roles and also a range of support staff who work in administration and professional support, IT and operations, the school sports centre, the health centre, our estates department, performing arts centre, commercial programmes and other areas.

## Summary headlines:

- 548 workers were considered 'full pay relevant employees' at the snapshot date of 5 April 2025 and were used in the reporting of hourly pay gap statistics. Of these 63% were women and 37% were men.
- The gender pay gap at the school is primarily driven by the distribution of men and women in the varying roles within the organisation and the particular salaries that these roles attract, rather than any underlying difference in treatment between men and women in the same roles.
- The mean gender pay gap was 14.8% (a 3.1% decrease from the previous year), reflecting the school having a larger percentage representation of women in jobs in the lower two pay quartiles.

- The median gender pay gap was 25.2% (a 3.1% decrease from the previous year) reflecting the higher representation of women in the lower and lower middle quartiles, where women outnumber men at a ratio of approximately 2.2:1 and 2.5:1 respectively.
- No employees received a bonus during the reporting period.

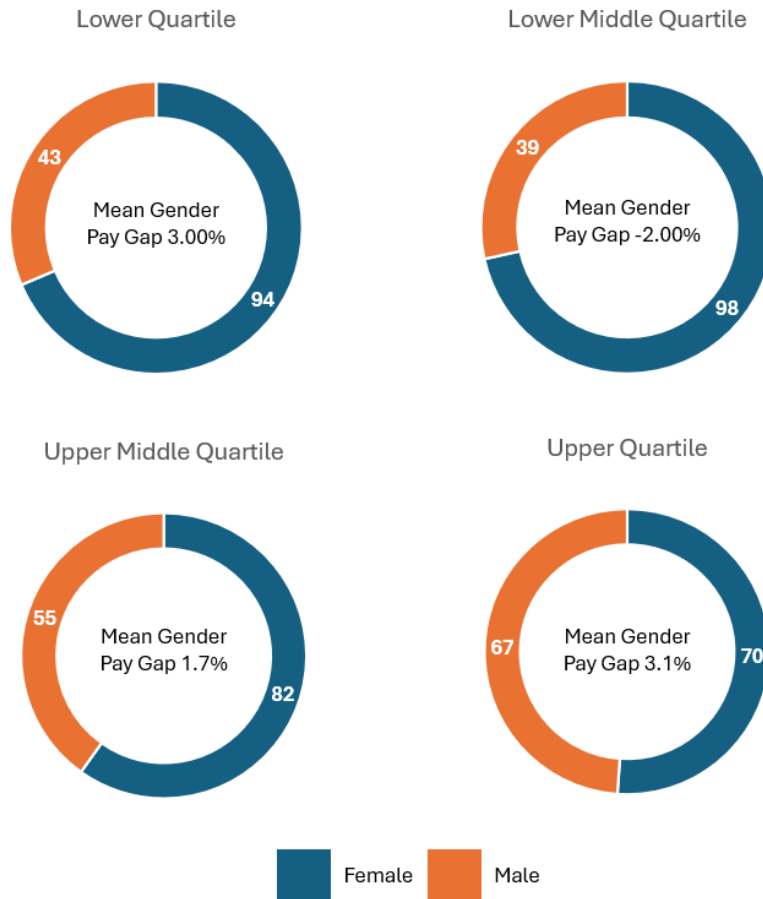


### **Context**

The mean pay gap and the median pay gap are primarily driven by the larger proportion of women in the bottom two quartiles, contrasted with a greater proportion of male to female employees in the upper quartile. This is primarily driven by the varying roles in which men and women work within the organisation and the particular salaries that these roles attract, rather than any underlying difference in treatment between men and women.

Salaries are benchmarked by relating to internal roles of a similar level of skill and responsibility, and by external benchmarking carried out by third party specialists.

The following charts show a breakdown of male and female staff and the mean gender pay gaps by quartile.



### How are we doing?

Last year our mean Gender Pay Gap was 17.9%, this has decreased to 14.8% for the current reporting year which is a positive reduction.

The quartile analysis shows that the workforce is female dominated in the lower pay bands, particularly in the lower quartile, where roles tend to attract a higher proportion of female workers. Overall, this suggests that occupational clustering contributes to the gap. Representation becomes more balanced at higher pay levels, although a gender pay gap persists across most quartiles, with a 3.1% gap evident in the upper quartile.

An Equal Pay Audit was commissioned in 2024 for our Support Staff and showed no systemic issues with pay relating to gender.

This decrease in the gender pay gap this year marks encouraging progress in reducing pay inequality. While this improvement reflects positive change, we continue to introduce and update policies and initiatives that will further reduce the gender pay gap whilst ensuring equity of opportunity for all of our employees.

I confirm that the information in this statement is accurate.

Sally Walmsley, Chief Operating Officer (Interim)  
Sevenoaks School