



Gender Pay Gap Report – April 2024

Gresham's School is required to publish a Gender Pay Gap Report by 4 April 2025 in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations apply to all organisations, including schools, which have 250 or more employees.

We are required to publish:

- the **mean gender pay gap** (the difference between the mean hourly earnings of male and female employees, expressed relative to men's earnings)
- the **median gender pay gap** (the difference between the median hourly earnings of male and female employees, expressed relative to men's earnings)
- the proportion of males and females in each pay quartile.

The School does not pay bonuses and so the requirement to report gender pay gap information for bonus payments is not applicable.

The report for Gresham's School is as follows:

Mean Gender Pay Gap: 22.68%
Median Gender Pay Gap: 45.87%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	25%	31%	43%	46%
Female	75%	69%	57%	54%

The mean and median gaps have hardly changed since the previous year (22.58% to 22.68% and 45.51% to 45.87% respectively).

Pay is set according to the value and complexity of the work being undertaken, regardless of gender, and we are satisfied that people undertaking similar work are paid similar rates. Our gender pay gap reflects the structure of our workforce, with more females working in roles which appear in the lower quartiles and significantly more females in the workforce than men: the proportion of female to male staff for the snapshot period was 64% to 36%.

The School does not operate recruiting bias or a quota system but will continue to try to encourage more females to apply for more senior roles, which would have the effect of closing the pay gap.

The calculations are an accurate representation of the School's position as at 5th April 2024.

Steven Willis
Bursar
April 2025