

Gender Pay Gap Report 2025

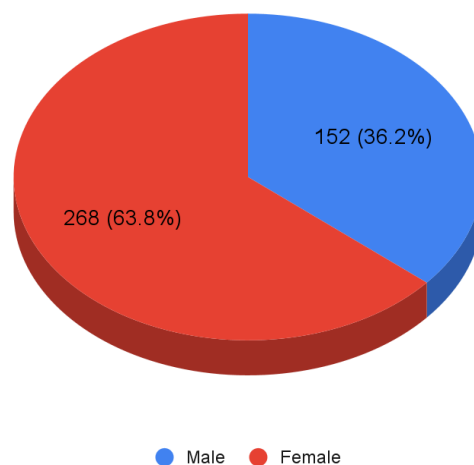
All employers with 250 or more staff members are required to publish their gender pay gap under legislation that came into force in April 2017. Employers are required to publish the gap in pay between men and women on both a median basis (pay per hour based on the person “in the middle” of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender by pay quartile - in other words splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender gap on bonuses. This report is for the snapshot date of 5 April 2025.

When looking at gender pay, it is important not to confuse this with equal pay. Equal pay is the requirement to pay men and women equally for performing the same or similar work. Gender pay reporting shows the balance of men and women within the School at all levels and the effect this has on the average hourly rates across the School as a whole.

Total number of staff members

As at the snapshot date of 5 April 2025, we had 420 staff members; 152 male and 268 female (2024: 151 male, 279 female, total 430; 2023: 147 male, 265 female, total 412; 2022: 140 male, 275 female, total 415 and 2021: 142 male, 283 female, total 425). Our current profile of male to female staff remains relatively consistent compared with previous years with another slight increase in the overall number of male staff members. The 2025 male/female split is:

Total staff members: 420 as of 5 April 2025



Pay and Bonus Gap

The following table captures the mean and median differences in hourly pay paid to men and women in the last 5 years. A positive figure indicates a higher percentage to men than women and a negative figure indicates a higher percentage paid to women than men.

Women's average hourly pay:	5 April 2025	5 April 2024	5 April 2023	5 April 2022	5 April 2021
Mean gender pay gap:	23.05%	28.96%	25.56%	29.84%	30.53%
Median gender pay gap:	28.93%	37.29%	41.17%	57.45%	61.23%

Although men and women are paid equally when working in equivalent roles, we have found that as we have a far higher percentage of women in the bottom three quartiles, in 2025 they are paid on average 23% (2024: 28.96%, 2023: 25.56%, 2022: 29.84%, 2021: 30.53%) less than men across our School however pleasingly this gap is reducing year on year and in 2025 the median pay rate of men is 28.93% (2024: 37.29%, 2023: 41.17%, 2022: 57.45%, 2021: 61.23%) higher than women. The mean pay gap has reduced slightly and the median pay gap continues to reduce slightly year on year over the past 5 years.

One staff member was awarded a bonus at the snapshot date. As we are a charitable trust, performance bonus payments are generally limited in number and in value.

Pay Quartiles:

The following chart shows the gender distribution across four equally sized pay quartiles over the last 5 years:

Gender split in pay quartiles																
Year	Lower				Lower Middle				Upper Middle				Upper			
	Male		Female		Male		Female		Male		Female		Male		Female	
		%		%		%		%		%		%		%		%
2025	21	25	63	75	23	27.38	61	72.62	30	35.71	54	64.29	37	44.58	46	55.42
2024	20	23.81	64	76.19	21	25	63	75	29	34.94	54	65.06	40	48.19	43	51.81
2023	14	17.72	65	82.28	26	32.91	53	67.09	25	32.05	53	67.95	35	44.87	43	55.13
2022	13	15.85	69	84.15	22	27.16	59	72.84	30	37.04	52	62.96	34	41.98	47	58.02
2021	11	13.92	68	86.08	19	24.36	59	75.64	32	41.03	46	58.97	28	35.90	50	64.10

This shows we continue to have a relatively equal gender distribution in the upper quartile, while in the other three quartiles, there is a far higher percentage of female staff. The analysis is based on hourly rates per staff member so it isn't skewed by numbers of part-time staff members of either gender. This shows a similar picture in the last 5 years however we continue to have more males in the lower quartile in 2025 compared to 2021 and this number is increasing year on year.

Actions

Wells Cathedral School is committed to ensuring fairness, equality and inclusion. We do not unlawfully discriminate based on a staff member's age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation. We ensure our staff members are paid equally when working in equivalent roles regardless of gender, however a larger number of women perform lower paid support roles which means we have a gender pay gap. The reason for this is because certain lower paid roles are preferred by women such as catering assistants, domestic services assistants, teaching assistants and pastoral house assistants (matrons), however we also employ men in all these roles and it is encouraging to see roles typically filled by women continue to be filled by men and we actively encourage this.

We are committed to ensuring equal pay for equal work and to seeing a reduction in the gender pay gap. We will be monitoring this data regularly and working towards closing the gap wherever and however possible.

We encourage our staff to be the best they can be by offering a personal development plan suited to their development needs, including optimising the use of the apprenticeship levy. Salaries and benefits are externally benchmarked regularly to ensure the School remains competitive in the marketplace and we offer a beautiful working environment where staff members may make use of our many facilities (subsidised or complementary).

Our Chair of Governors actively encourages staff engagement by running Fireside Chats every short term, an informal setting where staff members have the opportunity to ask our Governors questions. We introduced a Staff Representative Forum (SRF) enabling employees across our entire staffing body to be represented where we meet every short term (8/14 of staff representatives are female representing 57%). The purpose of the SRF is to generate transparent, effective communication and to discuss high level issues affecting the operations of the School and our employees with a view to:

- (a) promote trust and commitment within the School;
- (b) enhance the School's decision-making;
- (c) support the School's culture, Vision and Core Values (CARE); and
- (d) secure the continuing success of the School for the benefit of all

In the past few years we have trained 50 staff members in Mental Health First Aid, 38 (76%) are women. In addition, we actively promote flexible working applications where we continue to see an increase year on year.

I can confirm that the data published in this report is accurate.

Rachel Hansen

Rachel Hansen
Head of HR
For and on behalf of Wells Cathedral School
November 2025