

**Westminster School (incorporating Westminster Under School)**

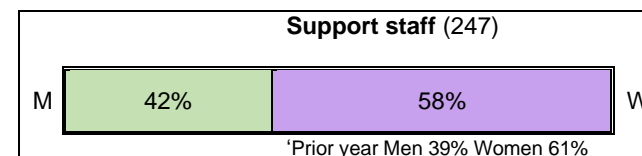
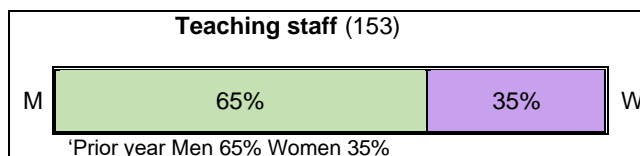
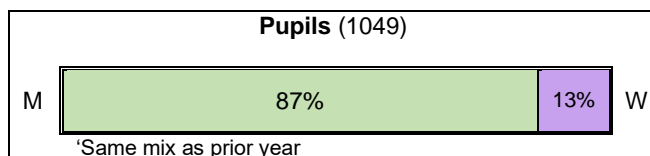
**Gender Pay Gap Report April 2023**

**Approved by Governing Body on 19 March 2024**



Westminster School employs over 250 employees and therefore is required to report under the gender pay gap reporting legislation as shown below. In April 2023, the School employed 196 women and 204 men. The gender pay gap should not be confused with equal pay. Equal pay is about differences in actual earnings of men and women doing equal work. Teaching staff are remunerated on incremental pay scales, one for each School, which reward them for their professional experience and performance. The School recruits the best person for the job regardless of gender. For the teaching staff, both the mean and median pay gaps are well below the national average indicating a relatively small gender pay gap. The pay of support staff is determined by reference to market forces. Each year a job evaluation is carried out to ensure that jobs are remunerated appropriately relative to each other. The significantly larger pay gap arises in the support staff area due to an imbalance of male and female staff in different job roles across the Schools. Currently there are more women in the lower and middle quartiles as these tend to be School support roles, particularly in housekeeping and catering which are predominately term-time only positions as they are only required when the School is in session.

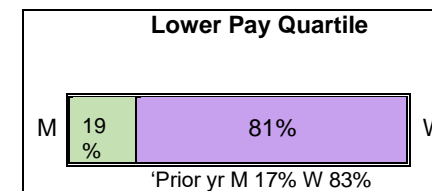
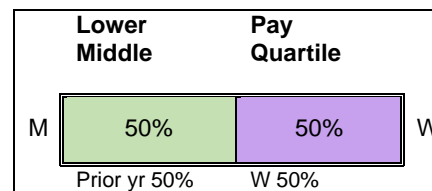
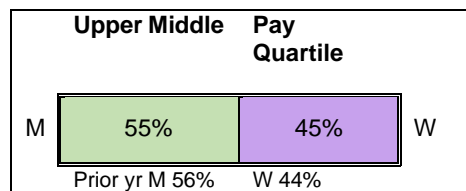
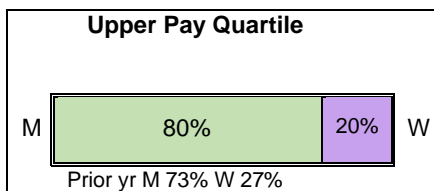
**Westminster School Composition – Pupil numbers and Staff numbers (M is men and W is women)**



Mean gender pay gap <sup>1</sup>	31.8% lower for women (2022: 28.3%)	Mean bonus gender pay gap <sup>1</sup>	183.4% higher for women (2022: 12.8% higher for men)	<sup>1</sup> Mean is the average value
Median gender pay gap <sup>2</sup>	49.7% lower for women (2022: 46.5%)	Median bonus gender pay gap <sup>2</sup>	0% same for men & women (2022: 25% higher for men)	<sup>2</sup> Median is the middle value of a list placed in order

Of the staff 43.6% (2022: 74.3%) of women and 14.8% (2022: 65.6%) of men received bonuses. Bonuses are mainly for cost-of-living related rewards for lower paid staff, long service awards and recognition of specific matters and are modest in value, an average of £425 per bonus, totalling £58,164 (2022: £169,476 including covid related rewards - average of £342 per bonus).

**Gender Pay Quartile Percentages – proportion of men and women in each quartile when pay rates are ordered high to low**



The upper quartile includes senior management, senior teachers and employed visiting music teachers the majority of which are men. The lower quartile comprises domestic and catering staff, employed by the School rather than the third-party contractor, of which the vast majority are women (81 out of 100 in the lower pay quartile and 81 out of 196 women overall) and whom are all paid the same at the London Living Wage rate, as appropriate. The two middle quartiles are nearing parity and represent a mixture of teaching and support staff with differing job roles. In April 2023 there are four senior teaching staff on maternity leave, rather than one in April 2022, who are excluded by definition, and who would have otherwise appeared in the upper middle quartiles hence the change from the prior year for the upper middle quartile. The School's Governing Body is confident that any gender pay gap does not stem from paying women and men differently for the same or equivalent work.

This report is approved by the Governing Body of Westminster School as an accurate representation of our position on 5<sup>th</sup> April 2023.

D Robinson, Clerk to the Governing Body