

Westminster School (incorporating Westminster Under School)

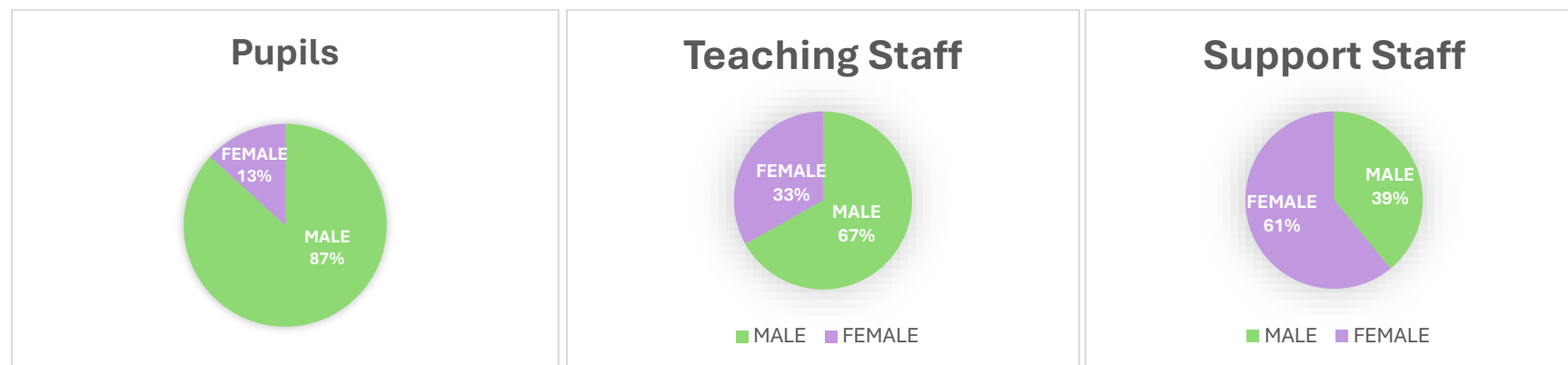
Gender Pay Gap Report Ending 5 April 2024 - Approved by Governing Body

Westminster School employs over 250 staff members, necessitating compliance with gender pay gap reporting legislation. As of April 2024, the School employed 203 women and 211 men. It's important to distinguish the gender pay gap from equal pay. Gender pay gap is an measure that shows the difference in average between women and men whilst the latter is to do with differences in earnings between men and women performing equal work.

Teaching staff are remunerated based on incremental pay scales specific to each School, rewarding professional experience and performance. The School prioritises recruiting the best candidate for each position, irrespective of gender. Both the mean and median pay gaps for teaching staff are well below the national average, indicating a relatively small gender pay gap.

Support staff salaries are determined by market forces, with annual job evaluations ensuring appropriate remuneration relative to other roles. The larger pay gap among support staff arises from an imbalance of male and female staff in various job roles. Currently, more women occupy lower and middle quartile positions, which are predominantly School support roles such as housekeeping and catering. These roles are typically term-time only, as they are required when the School is in session.

Westminster School Composition – Pupil numbers and Staff numbers (M is Male and F is Female)



Mean Gender Pay Gap

The mean*¹ Salary Gender pay gap was 26.8%, 5% lower for women as compared to 31.8% from the previous year.

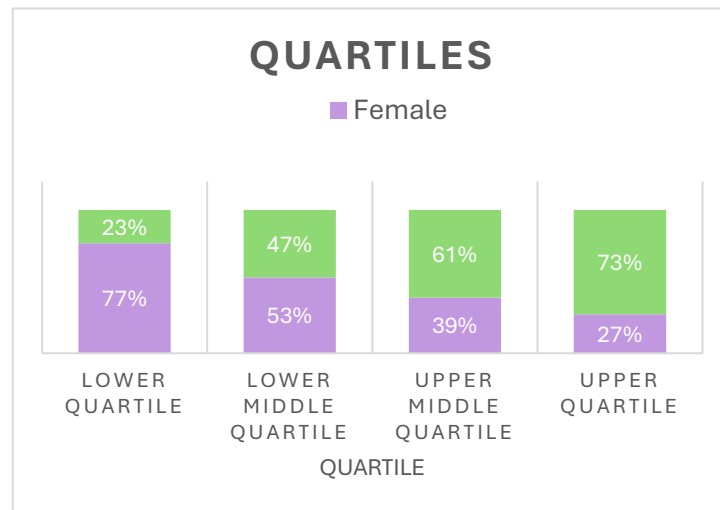
The mean*¹ Bonus Gender pay gap was 1143% higher for women as compared to 183.4% from the previous year. It's worth noting, however, that this "bonus" gap calculation has to date (and in this report) included long service awards for administrative and support staff. In this data there are 12 females who received long service awards and 2 males. The only other two additional "bonus" payments were one-off honorariums paid to two female members of staff, this explains the very high bonus pay "gap" in favour of females.

The median*² Salary Gender pay gap has gone down to 39.5% compared to 49.7% from the previous year

*¹ Mean is the average value

*² Median is the middle value of a list placed in order

Gender Pay Quartile Percentage



Quartiles	FEMALE		MALE		TOTAL	
	numbers	%age	numbers	%age	numbers	%age
Lower Quartile	80	77%	24	23%	104	100%
Lower Middle Quartile	55	53%	49	47%	104	100%
Upper Middle Quartile	40	39%	63	61%	103	100%
Upper Quartile	28	27%	75	73%	103	100%

The upper quartile includes senior management, senior teachers, and employed visiting music teachers, most of whom are men. The lower quartile comprises domestic and catering staff employed by the School rather than third-party contractors, with the vast majority being women (68 out of 80 in the lower pay quartile and 68 out of 144 women overall). These staff members are all paid at least the London Living Wage rate.

The lower quartile has seen an increase in the percentage of male staff, while the lower middle quartile is more balanced. The upper middle quartile has a higher gap than last year, partly due to the exclusion of four female staff on maternity leave. The top quartile has a reduced gender pay gap compared to the previous year.

The School's Governing Body is confident that any gender pay gap does not result 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 April 2024.

D Robinson, Clerk to the Governing Body.