THE PERSE SCHOOL
CAMBRIDGE

Gender Pay Gap Report - April 2025

Mean pay gap: **4.15%** **Median pay gap**: **7.61 %**

Quartiles	Male (171)	Female (250)
Upper Quartile	49%	51%
Upper Middle Quartile	40%	60%
Lower Middle Quartile	30%	70%
Lower Quartile	42%	58%

Bonus gap: No bonuses are paid.

Summary of key changes from 2024:

- Mean gender pay gap reduced from 6.3% (2024) to 4.15% indicating a modest narrowing of the overall gap.
- Median gender pay gap decreased from 8.1% (2024) to 7.61% showing a small improvement in typical earnings comparisons.
- *Upper Quartile*: Slight increase in male representation (45% → 49%) and corresponding decrease in female representation (55% → 51%). Because the pay gap is particularly sensitive to who occupies these top-paid positions, even a small shift in gender distribution can have a noticeable impact on the overall gaps.
- *Upper Middle Quartile*: Female representation increased (57% → 60%) suggesting more females moved into higher-paid mid-level roles.
- *Lower Middle Quartile*: Female representation rose further (68% → 70%) maintaining the concentration of females in lower-paid support roles.
- *Lower Quartile:* Female representation increased (56% → 58%) reflecting ongoing gendered patterns in part-time and term-time work.
- Overall distribution remains broadly similar with support roles continuing to attract predominately female applicants.
- There have been no changes in pay policy meaning the movements in the gap are due to workforce distribution rather than differences in pay for the same roles

It remains the case that:

- All staff are paid the same rate for the same role, regardless of gender.
- The School uses common pay scales set and reviewed annually.
- Equal pay, inclusion and equality of opportunity policies continue to guide recruitment, promotion and reward.

- Support staff are paid at least the National Wage Foundation Living Wage.
- Teaching staff progress through the salary scale based on clear criteria assessed by panels.

Publication of results:
The School is required to publish its Gender Pay Gap information on its website and government portal. This is the proposed wording to accompany our Gender Pay Gap Figures on our website:

As School, we are committed to creating a workplace where everyone is treated fairly, respectfully, and with dignity. We firmly believe in Equal Pay for equal roles, and we are satisfied that our pay structures ensure individuals are paid the same rate for the same work, regardless of gender.

Our approach to inclusion, equality and diversity is underpinned by robust policies and consistent practices. We use common pay scales across the School and apply clear, transparent processes in recruitment, selection, promotion, performance management and reward. This ensures equality of opportunity for all colleagues and supports a culture where every member of staff can thrive.

Support staff roles are paid according to clearly evaluated job levels, with hourly rates aligned to the Foundation Living Wage at the time of our annual salary review each September, an amount which exceeds the National Living Wage. Teaching staff, irrespective of gender, are paid according to an established Salary Scale with defined incremental points and thresholds. Progression along this scale is based on objective, published criteria and assessed by a panel.

Our mean, median and Lower Middle Quartile gender pay gaps largely reflect the high proportion of female colleagues in support roles such as administration, pastoral work, technical support and teaching assistance, which are often part-time or term-time only. These roles continue to attract predominantly female applicants both nationally and culturally.

We remain committed to reviewing our practices and ensuring that equality, inclusion and fairness remain central to the way we operate as an employer and as a community.

Director of HR, The Perse School
February 2026.