



# WELLINGTON COLLEGE

## Gender Pay Gap Report 2019

Information stated as at 5 April 2019





## 2019 Wellington College Gender Pay Gap Report

As a co-educational boarding and day school employing 650 members of staff, we are committed to diversity, equality and inclusion and value the strength that a diverse team brings.

### Gender Pay is not the same as Equal Pay—a reminder

It remains important to note that “Equal Pay” and “Gender Pay” are different things:

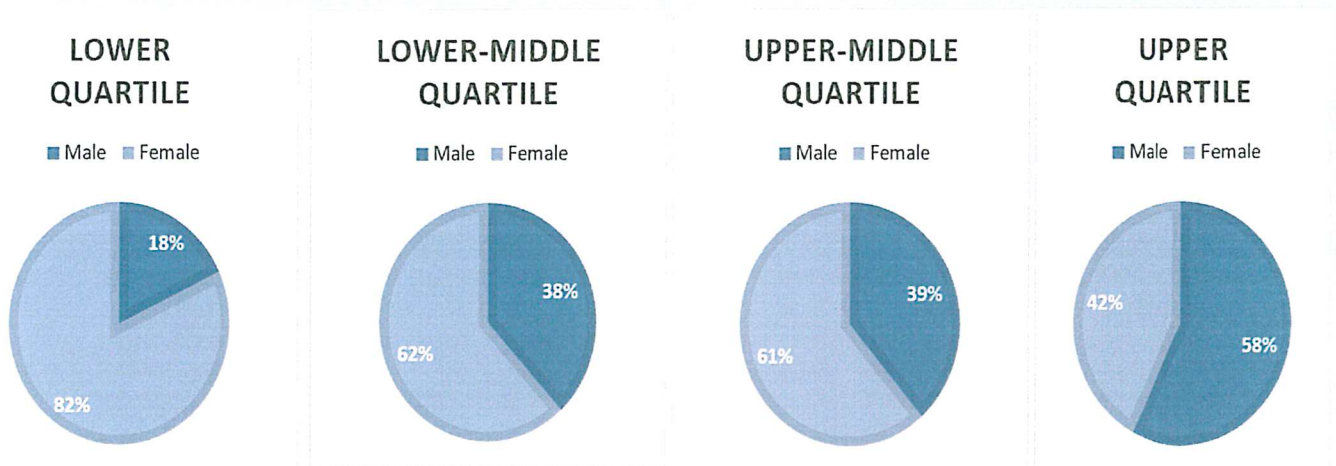
**Equal Pay** means men and women must receive equal pay for equal work (same job and job level) in accordance with the Equality Act 2010. In contrast, **Gender Pay** reflects the difference between average earnings between all men and all women across an organisation—regardless of their position in the company, job level or pay grade. Any difference (“gap”) is expressed as a percentage of men’s earnings.

Whilst we report a Gender Pay Gap, a Job Evaluation System (WillisTowersWatson—Global Grading System) was introduced in August 2019 for all non-teaching positions within the College, which provides a consistent and systematic approach to defining and measuring the relative value of jobs to ensure employees carrying out the same or similar roles are paid equally regardless of gender.

**Mean Gender Pay Gap:** On average, female employees are paid 28.03% less per hour than male employees.

**Median Gender Pay Gap:** There is a difference of 35.74 % between the mid points of the distribution of male and female pay.

\*Wellington College does not pay bonuses and therefore, there is no data to report.



## Assessing our Gender Pay Gap 2019

Our workforce is comprised of 60% females and 40% males. This is mirrored almost exactly in the Lower Middle Quartile (62% female to 38% male) and Upper Middle Quartile (61% female to 39% male). In the Upper Quartile however, we have a higher number of males (58% male to 42% female) and in the Lower Quartile a significantly higher number of females (82% female to 18% male).

**Recruitment:** Since publishing the 2018 Gender Pay Gap Report we have focused on producing job advertisements that have gender neutral language and images. We have created a recruitment website with testimonials from staff to encourage a diverse group of people. This has resulted in the appointment of 87 positions over the last year of which 64% were female and 36 % were male.

**Turnover:** Our annual turnover of staff in the Upper Quartile at Wellington is low. Whilst we believe this demonstrates that Wellington is a great place to work, it also means it can be challenging to make swift progress on the gender pay imbalance.

## How are we tackling the Gender Pay Gap?

**Career Progression:** The introduction of the Job Evaluation System for non-teaching staff has meant that all positions within the College are now graded, which has enabled employees to identify both vertical (within departments) and horizontal (across departments) career paths.

**Diversity:** We are working with employees at all levels to recognise and manage unconscious bias through our Dignity at Work and Recruitment Training courses to staff.

**Exit Interviews:** We are reviewing employee exit questionnaires and following up with exit interviews to better understand why staff leave our employment, and whether there are any steps we can take to encourage female staff within the upper quartiles to remain within the College.

**Flexible Working:** The College is promoting flexible working arrangements to both male and female employees and are reviewing the provision of maternity, paternity and adoption pay.

## Statement

We confirm Wellington College calculations are accurate and have been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Stephen Crouch  
Group Finance & Operations Director and Wellington College Bursar



Julie Rees  
HR Director