



WELLINGTON COLLEGE



Gender Pay 2020
Statement & Data

Our Gender Pay Gap Statement & Data

BACKGROUND

The Wellington College is a charity which operates two schools, Wellington College and Eagle House, both of which are fully co-educational boarding and day schools offering an excellent all-round education, between them, to almost 1500 pupils aged between 3 and 18 years of age. Both schools are committed to equality, diversity and inclusion. Our aim is to challenge inequality and unlawful discrimination, celebrating our differences, empowering individuals to make meaningful contributions and acknowledging the strength that our diverse team brings to our community.

Wellington's identity is built on intellectual curiosity, on true independence, on a generous and far-reaching inclusivity whilst having courage to be properly and unselfishly individual. To this aim, we seek to attract and retain a diverse range of employees at all levels and roles, secure in the knowledge that pay is set in accordance with the nature and role requirements being undertaken, irrespective of gender.

UK GENDER PAY GAP REPORTING REQUIREMENTS

Since April 2017, the Government has required all UK employers with a headcount in excess of 250 employees, to review and report on gender pay based on a 'snapshot' of data taken on 5th April each year, covering the following:

1. Gender pay gap (mean and median averages)
2. Proportion of men and women in each quartile of the organisations pay structure
3. Gender bonus gap (mean and median averages)
4. Proportion of men and women receiving bonuses

DEFINITION

The Gender Pay Gap seeks to show the difference between the average pay of men and women within the organisation irrespective of their role.

It should be noted that "Gender Pay" differs from "Equal pay". Equal Pay means men and women must receive equal pay for equal work (i.e. when working in the same job at the same level) in accordance with the Equality Act 2010. As previously mentioned, 'Gender Pay' reflects the difference in average earnings between all men and all women across the organisation, regardless of their position, job level and pay grade.

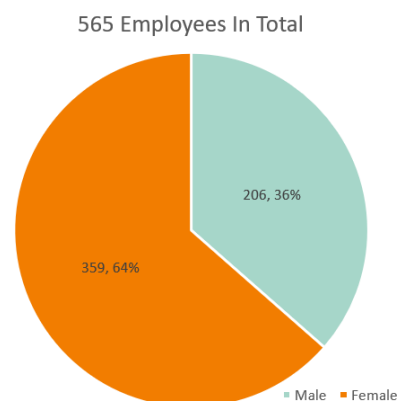
SUMMARY OF OUR DATA FINDINGS

Context

This report is based on a data snapshot taken on 5th April 2020. It includes all relevant staff in employment on that date (which includes hourly paid staff).

The 'snapshot' includes data for both Wellington College and Eagle House School.

On the 'snapshot' date, we had 565 employees made up of 36% male employees and 64% female employees.



Gender Pay Gap – Mean and Median

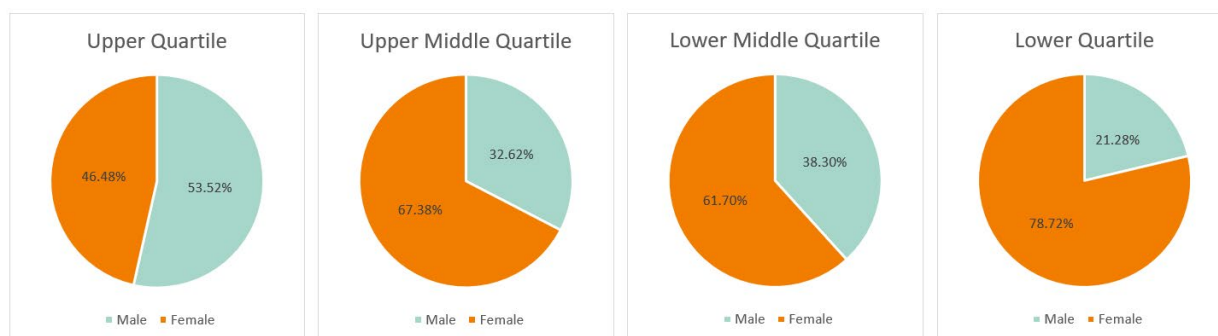
Based on the snapshot data taken on the 5th April 2020, Wellington College and Eagle House had a combined mean gender pay gap of 19.80% down from 28.03% in 2019, and a median gender pay gap of 23.81% which is also down from 35.74% as at the same time in 2019. This means that on average female employees are paid 19.80% less per hour than male colleagues (and 23.81% difference based on the mid points of distribution between male and females) although encouraging steps are being taken to reduce this gap over time.

	Male	Female	Percentage Difference
Mean	22.37	17.94	19.80%
Median	19.74	15.04	23.81%

Gender Pay Quartile Bands

The distribution of our 565 employees is shown across four equally sized pay quartiles with a gender split determined within each quartile. The data is presented both in table and chart formats below:

	Male	Female
Upper Quartile	53.52%	46.48%
Upper Middle Quartile	32.62%	67.38%
Lower Middle Quartile	38.30%	61.70%
Lower Quartile	21.28%	78.72%



The data also shows that since the previous reporting 'snapshot' on 5th April 2019, there has been an increase in the percentage of women now showing in the upper and upper middle quartiles. The lower middle quartile remains similar whereas there has been a small increase in the number of males recruited into the lower quartile. Overall, the mean gender pay gap of 19.80% remains circa 4.3% higher than the national average reported by the Office of National Statistics which suggests a mean of 15.5% (as at April 2020).

Bonuses – Mean, Median and Proportion Data

Employees in both Wellington College and Eagle House do not receive regular variable pay in the form of bonus payments. As such, we are unable to provide a gender bonus gap (mean and median averages) between men and women.

We are committed to continually reviewing our processes and policies and to advance equality, diversity, and inclusion. Current actions being undertaken to address our gender pay gap are:

	Comments & Updates
Reviewing our recruitment processes regularly and looking for opportunities to attract talent from more diverse groups	<p>We are a high-profile recruiter within the educational sector and local market and use a mixture of media – including specialist press and on-line job boards across multiple platforms.</p> <p>Our recruitment processes are constantly reviewed, and we strive to ensure that we keep up to date with recruitment techniques aligned to attracting a diverse range of skilled individuals.</p> <p>Succession planning and talent management will continue to be a focus in 2020/21. There has been a huge success associated with this programme over the last few months.</p>
Continue to promote our flexible and home working policies and family friendly policies	<p>We recognise that whilst pay is an important factor for most employees, many employees also appreciate a range of diverse benefits and support mechanisms, such as the opportunity for flexible and home working schemes, enhanced maternity, paternity, and adoption policies, as well as other family friendly schemes.</p> <p>We are committed to offering and maintaining a working environment that allows all our employees to flourish and fulfil their roles. Flexible working and homeworking options encourage a work-life balance that fits with the values of Wellington College and Eagle House School.</p>
Ensuring pay scales are relevant and fit for purpose	<p>We introduced a renowned job evaluation process (Willis Towers Watson Global Grading Scheme Programme) which has enabled us to define pay scales in relation to levels of responsibility, accountability, and impact. These are reviewed and increased annually in line with cost-of-living projections and individual progress within scales is moderated by internal pay board discussions and agreement.</p>
Job & Promotion Opportunities	<p>Employees are encouraged to apply for new opportunities, whether it be a total change of direction or a promotion opportunity. All roles are advertised on the internal website and promoted through the internal email system. This process is now readily seen as both accessible and fair with many roles filled through this process and external recruits joining to backfill internal talent promotions.</p>
Training for staff on equality, diversity and inclusion	<p>We provide training for staff on equality, diversity and inclusion, which also links into the values of the College.</p>

DECLARATION

We confirm that the calculations are accurate and have been compiled in accordance with the Equality Act 2010 (Gender pay Gap Information) Regulations 2017 and the Guidance on Managing Gender Pay Reporting jointly published by the Arbitration and Conciliation Service (ACAS) and Government Equalities Office in December 2017.


Stephen Crouch
Chief Operating Officer


Jacqui Self
Human Resources Director