



WELLINGTON COLLEGE



Gender Pay 2021 Report

Our Gender Pay Gap Report

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.

The charity operates its trading activities through two wholly owned subsidiaries, Wellington College Enterprises Limited and Wellington College International.

Both schools are committed to equality, diversity and inclusion (EDI) and we have recently undertaken a project with the help of an external specialist organisation and the support of an internal project steering committee, focusing on this topic. Our aim is to challenge inequality and unlawful discrimination in all forms, celebrate our differences, empower individuals to make meaningful contributions and acknowledge the strength that our diverse team brings to our community.

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.

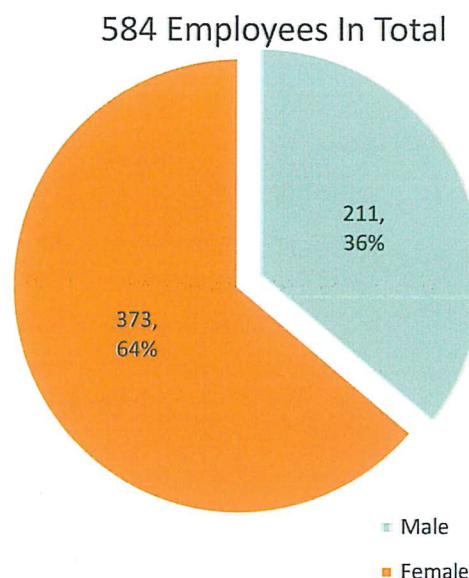
SUMMARY OF OUR DATA FINDINGS FOR 2021

Context

This report is based on a data snapshot taken on 5th April 2021. It includes all relevant staff in employment on that date (which includes hourly paid staff).

We reference “the College” throughout this report, however the ‘snapshot’ includes data for both Wellington College and Eagle House School.

On the College’s snapshot date, we had 584 employees made up of 36% male employees and 64% female employees. Whilst around 250 of our employees are teachers, the rest of our employees cover a large range of functions such as catering, domestics, security and professional support services.



Gender Pay Gap – Mean and Median

Based on the snapshot data taken on the 5th April 2021, Wellington College and Eagle House’s data show a combined mean gender pay gap of 21.84%, which is an increase from 19.80% in 2020, but down from 28.03% in 2019. The mean hourly rate is calculated by adding together all hourly rates and then dividing by the number of individual employees at the time of the “snapshot”.

The Office of National Statistics (ONS) uses median rather than mean figures, as it is not affected by extreme values, to measure the national pay gap. The ONS states in the 2021 report that “among all employees, the gender pay gap increased to 15.4%, from 14.9% in 2020”.

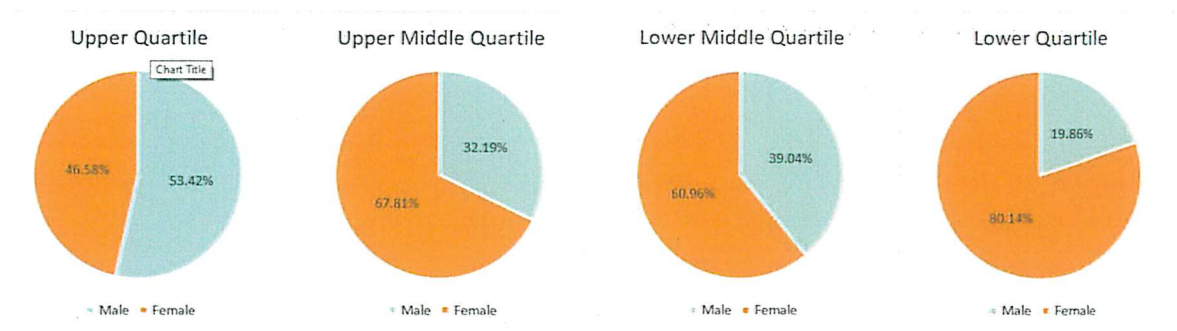
The College figures show a median gender pay gap of 22.09% which is a further decrease of 1.72% from the 23.81% figure in 2020 and 35.74% in 2019, which shows that the median gender pay gap is decreasing each year. The median hourly rate is calculated by arranging the rates of pay in numerical order to identify the middle hourly rate.

	Male	Female	Percentage Difference
Mean	22.94	17.93	21.84%
Median	19.69	15.34	22.09%

Gender Pay Quartile Bands

The distribution of our 584 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	53.42%	46.58%
Upper Middle Quartile	32.19%	67.81%
Lower Middle Quartile	39.04%	60.96%
Lower Quartile	19.86%	80.14%



The College data shows that since the previous reporting 'snapshot' on 5th April 2020, there has been a slight increase in the percentage of women now showing in the upper (46.48% to 46.58%) and upper middle quartiles (67.38% to 67.81%) and also the lower quartile (78.22% to 80.14%). This brings our upper quartile closer towards parity, with just 3.42% difference. The lower middle quartile has seen a slight increase in the male percentage (38.30% to 39.04%), which also highlights that it is moving closer to parity than previous years.

We aspire to reduce the gender pay gap over time. Our recruitment policy is aimed at ensuring that all vacancies are fairly available via specialist publications and on-line job boards, to potential male and female candidates. The College aim is to always select the best candidate for a post regardless of gender.

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.

ADDRESSING OUR GENDER PAY GAP

We are continually reviewing our processes, practices and policies and are committed to advancing our equality, diversity, and inclusion programme for the future.

Recruitment

The College is a prominent and frequent recruiter within the educational sector and local market. Building upon a recent review of our recruitment processes, and with a specific focus on attracting talent from more diverse groups, we are now analysing recruitment data in order to evaluate the success of each recruitment campaign and report on trend analysis. This data, along with a new applicant tracking system, will help us to make more informed recruitment decisions for the future.

In addition to encouraging the diversification of external candidates, our succession planning and talent management programme also helps us to identify, train and develop a diverse workforce for the future based on appointing the best candidate for each role.

Policies & Procedures

The College has a number of family friendly policies and schemes in place which go beyond the statutory minimum. An HR project is now underway to review all policies and working practices in light of both the Covid-19 Pandemic but also the findings from the EDI review. We are launching a new Staff Wellbeing Survey in April 2022 designed to help us understand our employee's modern day requirements in relation to work-life balance and wellbeing and our aim is to develop an action plan for the coming year based on findings.

In the meantime, we appreciate that it is not always possible to agree to flexible working arrangements due to the environment in which we reside, however we are committed to engaging with our employees to explore all options and we will continue to work with employees as far as reasonably practicable and where appropriate offer trial working patterns.

In addition, Wellington College has set up a number of affinity groups which look to support staff and give opportunities to share experiences. Over the coming year we will look to actively promote our family friendly policies and continue testing different ways of managing requests and trialling approaches to ensure our employees are supported in the best possible way.

Remuneration Reviews

Over the last year, in addition to an annual salary review, a number of smaller bespoke pay reviews have been undertaken and subsequently implemented recognising both the value of our employees and market rate movement. These reviews also focus on eliminating any unconscious gender bias which may have inadvertently occurred over previous years. All new roles are subject to a formal job evaluation process and individual pay increases are moderated by internal pay board discussions and agreement.

Training & Development

Employees are encouraged to continue their personal development whilst employed and are supported in this aim via time and funding in order to undertake a mixture of on-site training provision and external course attendance. In light of our EDI review, a new all staff EDI training programme is currently being developed with implementation planned for September 2022. This programme is designed to be ongoing and will be run throughout each academic year, supported by a new online induction and onboarding programme and Dignity at Work training, all of which have been updated to take into account the importance of inclusive language and tone as well as content.

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