



AMPLEFORTH
COLLEGE

Gender Pay Gap Report

April 2025



ST LAURENCE EDUCATION TRUST

Gender Pay Gap reporting – Supporting Narrative

St Laurence Education Trust is a charity which governs Ampleforth College. As a private sector employer of 342 full-pay Relevant Employees at the snapshot date, 5 April 2025, it is a legal requirement for St Laurence Education Trust to calculate, analyse and report on the gender pay gap between female and male employees as specified.

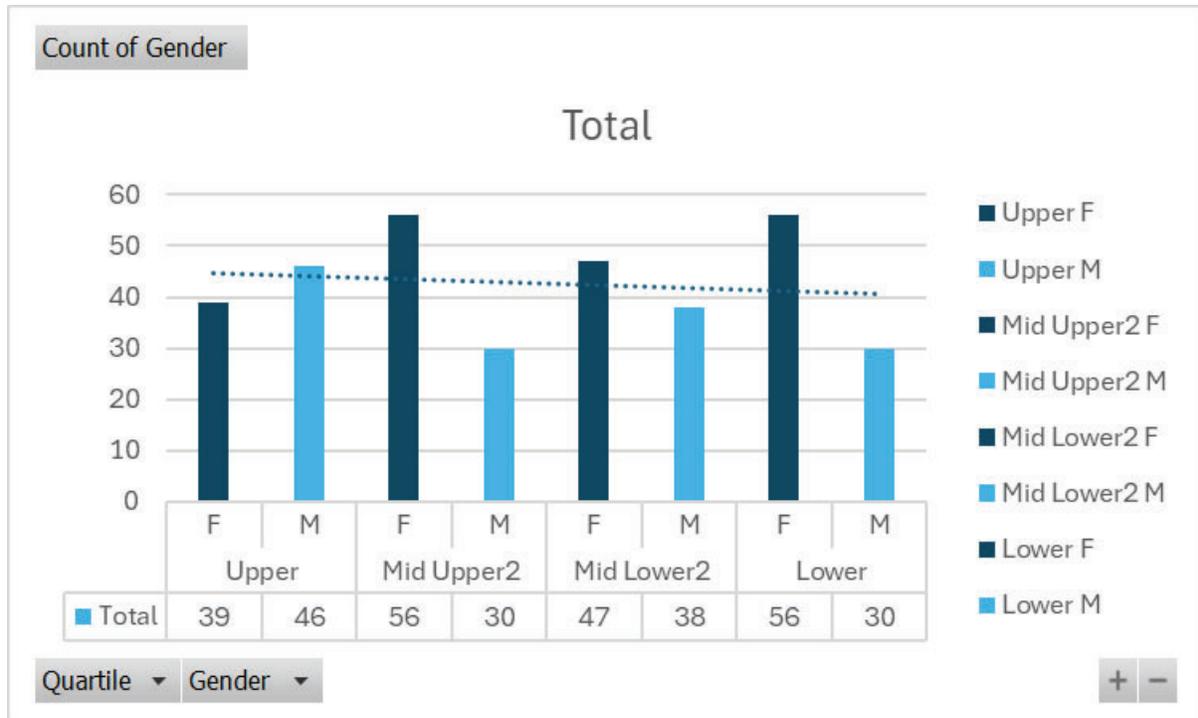
The gender pay gap measures the average (mean) and median difference hourly earnings between what men and women earn within the Trust.

This is not the same as equal pay, and men and women carrying out the same work or work of equal value receive the same hourly pay. Teaching staff are paid on a fixed pay scale and for senior leaders and all other staff, pay is role specific which is benchmarked internally and externally using job evaluation principles.

The school has not made a bonus payment during the reporting period and so this cannot be reported.

The majority of full-pay Relevant Employees are female [57.9% compared to 42.1% male] and there is an unequal distribution of female employees between the four quartiles (please see Figure 1 below):

Figure 1 – Gender distribution across the four hourly pay quartiles



The lower number of females in senior leadership and senior management positions is one contributing factor to the gender pay gap, which measures the difference between women’s and men’s average hourly rate regardless of the nature of their work. This is compounded by the higher number of female colleagues on, or just above, national living wage (NLW).

From this table it is clear to see that almost two thirds, 62%, of employees whose salaries are in the two mid and lower quartiles are female. The salaries of 80.3% of the total number of female employees fall within these quartiles compared to 68.1% of the total number of males, and under a fifth of the total

number of females are paid in line with the upper quartile. Compared to the reporting period of 5 April 2023, the ratio of female to male colleagues in the lower two quartiles is relatively similar; however, the distribution of females between the upper two quartiles has changed with more female colleagues being paid in line with the upper middle quartile and fewer paid in line with the upper quartile. The lower middle pay quartile is the most representative of the overall organisational gender split [57.9%/42.1% female to male colleagues].

The gender pay gap figures need to be viewed in the context of an independent full-boarding school. The types of roles and size of the workforce is not typical of most secondary schools. Almost 25% of employees are employed in roles that attract a salary on or slightly above NLW; the majority of these staff are female. This is directly comparable to previous reporting periods. Given the increase in National Living Wage over recent years, which has outpaced inflation and the negotiated cost of living pay awards, a third of roles in school are now in line with or within £1 of NLW.

Overall, the mean gender pay gap between female and male staff has fallen slightly compared to the last reporting period and currently stands at 9.1%. This is in part due to some key changes at senior leadership or management level, there is a new Headmaster; one male Deputy Head has not been replaced; and two male head of department leavers have been replaced by female colleagues. There has been a continuous improvement in the overall gender pay gap reported in recent years from 17.53% in 2022; 16.7% in 2023; and 11% in 2024. Work will continue to close the gap further wherever possible.

The gender pay gap within each quartile is more positive. The table below details the average and median hourly rate. Despite there being disproportionate number of female colleagues represented in the upper hourly pay quartile, there is a positive pay differential and the gender pay gap is an average of -0.3% or -0.7% using the median hourly rate. The largest pay differential can be seen in the lower middle hourly pay quartile -2.5% and -3.14% respectively. In the two quartiles where female colleagues are over-represented (upper middle and lower hourly pay quartiles) male colleagues are paid more on average.

Illustrated by Quartile:

	Gender Split %		Mean Hourly Rate (£)		Gender Gap %*	Median Hourly Rate (£)		Gender Gap %*
	Female	Male	Female	Male		Female	Male	
Upper Hourly Pay Quartile	45.9	54.1	31.90	31.82	-0.3	31.38	31.11	-0.7
Upper Middle Hourly Pay Quartile	65.1	34.9	19.68	19.93	1.3	18.60	19.16	2.9
Lower Middle Hourly Pay Quartile	55.3	44.7	13.54	13.21	-2.5	13.46	13.05	-3.14
Lower Hourly Pay Quartile	65.1	34.9	12.21	12.34	1.1	12.21	12.40	1.5

How we calculate the median and mean hourly rate gaps:

The pay data is prepared in line with the Government guidance for employers and the methodology for calculating the mean and median gender pay gap for hourly pay, and percentage of men and women in each hourly pay quarter, is followed. The percentage figures are reported to one decimal place.

* Positive and negative figures:

- A positive percentage shows that female employees have lower pay than males employed by the College
- A negative percentage shows that male employees have lower pay than females employed by the College
- If the pay is equal between men and women, this would be shown as a zero percentage

The impact of employment decision will continue to be impact assessed by senior leaders to ensure particular groups of employees are not adversely or disproportionately affected by decisions taken.