SEDBERGH
SCHOOL

FOUNDED 1525

GENDER PAY GAP REPORT

APRIL 2024

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Introduction

Under the Equality Act 2010 Sedbergh School is required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees. This report is for the snapshot date of 5 April 2024. At the time of this snapshot Sedbergh School employed 428 members of staff, 186(43.5%) men and 242 (56.5%) women.

Sedbergh School is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

It is important to understand the difference between gender pay and equal pay for these purposes. Equal pay is the requirement to pay men and women equally for performing the same or similar work. Gender Pay Reporting shows the balance of men and women within the school at all levels and the effect this has on the average hourly rates across the whole school.

Sedbergh School is confident that our Gender Pay Gap does not stem from paying men and women differently for the same or equivalent work. It is as a result of the roles in which men and women work within the school and the salaries associated with those roles. The Gender pay gap is caused primarily because the School employs a far larger proportion of women in the lower quartile of hourly rates.

Gender Pay Gap

This table shows the mean and median percentage differences between the hourly rates paid to each Gender.

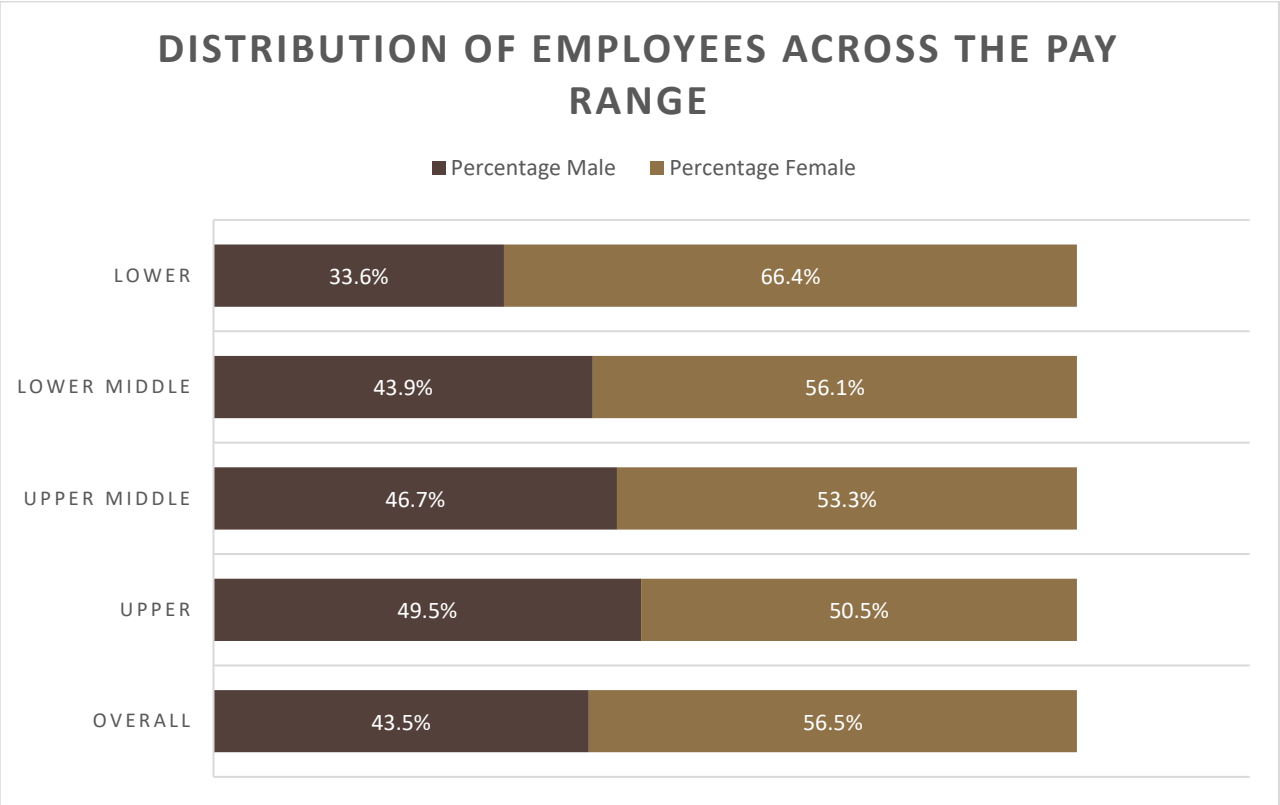
Pay Gap	2024
Mean	11.43%
Median	12.26%

Bonus Pay

Sedbergh School did not pay any bonuses during the period 6 April 2023 and 5 April 2024.

Distribution of Employees across the pay range

The following chart shows the distribution of men and women throughout the pay range of the school.



Confirmation Statement

I confirm that the information published here is accurate.

Peter Marshall
Chief Operating Officer
Sedbergh School