



Brentwood School
GENDER PAY REPORTING 2024

- 1. Mean Hourly Rate Gender Pay Gap 10.67% (8.59%)**
- 2. Median Hourly Rate Gender Pay Gap 16.95% (16.12%)**
- 3. Gender Quartile Percentages**

Upper Quartile

Proportion of Males is 40% (2023 38%) (2022 40%)

Proportion of Females is 60% (2023 62%) (2022 60%)

Upper Middle Quartile

Proportion of Males is 32% (2023 37%) (2022 30%)

Proportion of Females is 68% (2023 63%) (2022 70%)

Lower Middle Quartile

Proportion of Males is 29% (2023 26%) (2022 24%)

Proportion of Females is 71% (2023 74%) (2022 76%)

Lower Quartile

Proportion of Males is 28% (2023 30%) (2022 34%)

Proportion of Females is 72% (2023 70%) (2022 66%)

Commentary

4. There is a small gender pay gap at Brentwood School with the same rate paid for the same role regardless of gender. This varies according to the mix of genders in senior roles.
5. For Teachers, the Mean Hourly Gender Pay Gap is 4.94% (2023 1.82%) and the Median Hourly Pay Gap is 2.38% (2023 0.5%).
6. Teaching Staff, regardless of gender, are paid according to a formal Salary Scale, with automatic increases through the salary bands subject to satisfactory development. Teachers are required to submit evidence of performance to move through band threshold.
7. For Teaching Support Staff, the Mean Hourly Gender Pay Gap is -4.87% (2023 -3.85%) and the Median Hourly Pay Gap is -7.85% (2023 -7.97%).
8. For Support Staff, the Mean Hourly Gender Pay Gap is 2.13% (2023 3.78%) and the Median Hourly Pay Gap is -7.20% (2023 -3.30%).
9. Support Staff roles are paid at a full-time equivalent rate appropriate to the evaluation of the role.
10. Support staff figures reflect gross pay after reduction for a pension salary sacrifice scheme.

Signed by the Chairman of Governors, Lord Black of Brentwood



22nd March 2025