



Brentwood School

GENDER PAY REPORTING 2025

1. **Mean Hourly Rate Gender Pay Gap** **9.67% (10.67%)**
2. **Median Hourly Rate Gender Pay Gap** **17.51% (16.95%)**

3. **Gender Quartile Percentages**

Upper Quartile

Proportion of Males is 36% (2024 40%) (2023 38%)

Proportion of Females is 64% (2024 60%) (2023 62%)

Upper Middle Quartile

Proportion of Males is 41% (2024 32%) (2023 37%)

Proportion of Females is 59% (2024 68%) (2023 63%)

Lower Middle Quartile

Proportion of Males is 24% (2024 29%) (2023 26%)

Proportion of Females is 76% (2024 71%) (2023 74%)

Lower Quartile

Proportion of Males is 29% (2024 28%) (2023 30%)

Proportion of Females is 71% (2024 72%) (2023 70%)

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 4.18% (2024 4.94%) and the Median Hourly Pay Gap is 1.25% (2024 2.38%).
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 -2.18% (2024 -4.87%) and the Median Hourly Pay Gap is -13.89% (2024 -7.85%).
8. For Support Staff, the Mean Hourly Gender Pay Gap is 0.82% (2024 2.13%) and the Median Hourly Pay Gap is -9.27% (2024 -7.20%).
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



5th March 2026