



Gender Pay Gap Report – April 2024

Gender pay reporting has been an annual legal requirement since 2017. It shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay.

Our report is a consolidated pay gap report for The Haberdashers' Aske's Elstree Schools Limited (Company 9216357).

1. Mean Hourly Rate Gender Pay Gap	1%
2. Median Hourly Rate Gender Pay Gap	0%
3. Gender Quartile Percentage	
Lower Quartile	
Proportion of Males is	42%
Proportion of females is	58%
Lower Middle Quartile	
Proportion of Males is	27%
Proportion of females is	73%
Upper Middle Quartile	
Proportion of Males is	35%
Proportion of females is	65%
Upper Quartile	
Proportion of Males is	35%
Proportion of females is	65%
4. Gender Pay Bonus Gap	
Mean Gender Pay Gap using bonus pay	-23%
Median Gender Pay Gap using bonus pay	89%
Proportion of Males receiving a bonus is	3.5%
Proportion of Females receiving a bonus is	0.54%

5. Commentary

- a. The mean average hourly rate paid to women in the Schools is 1% lower than the average hourly rate we paid to men in April 2024. The gap has decreased by 5.8% compared to last year. Our median average is 0%, a decrease of 10.6% compared to last

year. The UK's national median average pay gap, for all staff, in 2024 was 7%, down from 7.5% in 2023.¹

- b. We are satisfied that we pay the same rate for the same role, regardless of gender and firmly believe in equal pay for equal roles.
- c. The workforce comprises teaching and support staff. During this period teaching staff were paid according to a salary scale which combined basic pay with additional pay for performance and management responsibilities. The scale is applied on the same basis for men and women.
- d. Support staff roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. Support roles are evaluated by content criteria and benchmarked against local roles in the education sector and, where appropriate, more widely. There is pay progression for support staff based on performance. The same criteria apply to both men and women.
- e. We employ a higher number of women than men, with the workforce split 35% men and 65% women. This is in line with the prior year. We continue to promote and recruit based on merit.
- f. The gender pay gap can be explained by a higher mean hourly rate of pay for male staff in leadership roles compared with female staff.
- g. Bonus pay gap – this was the second year where bonuses were paid to a very small number of individuals.

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Signed by Helen Rosethorn, Governor Chairman HR Committee.



Signature

06/03/2025

¹ Annual Survey Hours and Earnings (ASHE)