

## Ardingly College Gender Pay Gap Report 2024

### Overview

This report explores our April 2024 pay gap data. All UK companies with 250 or more employees are required to publish gender pay gap information.

Pay gaps are different from the right to equal pay. Equal pay is providing the same pay irrespective of a protected characteristic for those doing the same or similar work or work that is different but of equal value. Pay gaps highlight the difference between the average pay of one group (females) and the average pay of another group (males), irrespective of any differences in the work they do. As a result, it is affected by how the workforce is made up, including the numbers of individuals in the respective groups, types of jobs and levels of seniority.

During this reporting period Ardingly College employed 453 relevant employees of which 273 (60.26%) were female and 180 (39.73%) were male.

### Definitions and calculations

Term	Explanation
Pay gap	The difference between the median, and the mean hourly rate of pay between two staff categories based on the April 2023 pay period.
Quartile pay bands	If the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of those in each of the four groups.
Mean	The average of all the numbers in a dataset, that is, by adding up all the numbers and then dividing the result by how many numbers there are. For example, to find the mean hourly rate of pay for female staff, add all their hourly rates together and then divide the total by the number of female employees.
Median	The numerical value which splits the top 50% of the population from the bottom 50%, the median is the number in the middle. If there is an even number of values, the median is the mean of the two central numbers.

### Gender Pay Gap:

The mean gender pay gap for Ardingly College in 2024 is **5.34%**.

The median gender pay gap for Ardingly College in 2024 is **1.44%**

On a mean basis, women earn 94.66p for every £1 men earn and, on the median basis, women earn 98.56p for every £1 men earn at the College.

### ***Impact of salary sacrifice arrangements:***

The College offers several salary sacrifice options, including increasing pension contributions. Under the guidelines for calculating the gender pay gap, where this option has been selected by an employee their hourly rate is shown net of this contribution which can significantly lower their pay rate.

#### **Excluding adjustments for flexible pay and salary sacrifice arrangements:**

- The mean gender pay gap decreases to 4.97%
- The median gender pay gap decreases to –2.58%.

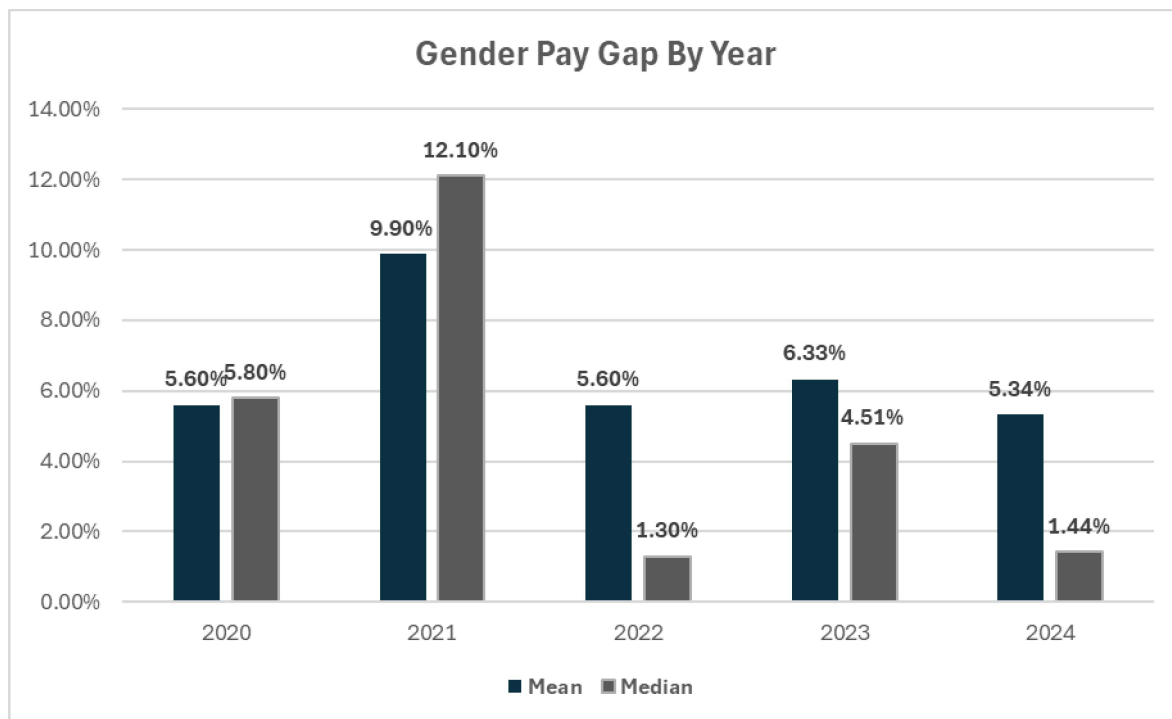
On a mean basis, excluding adjustments for flexible pay and salary sacrifice arrangements women earn 95p for every £1 men earn and, on the median basis, women earn £1.03 for every £1 men earn at the College.

### **Bonus Gap:**

In the year 2023-2024 no bonus payments were awarded.

### **Gender Pay Dashboard:**

#### ***Gender pay gap - annual comparison:***



Our median gender pay gap for 2024 is 1.44%, which is significantly lower than the current UK estimated median gender pay gap of 7% (full-time employees) and 13.1% (all employees). Both the mean and the median Gender Pay Gap have reduced since 2024 with a 3.07% reduction in our median Gender Pay Gap and a 0.99% reduction in our mean Gender Pay Gap since 2023.

	2023		2024	
	M	F	M	F
<b>Median Hourly Pay</b>	£17.35	£16.57 (-0.78)	£17.34	£17.09 (-0.25)
<b>Mean Hourly Pay</b>	£19.95	£18.69 (- 1.26)	£21.19	£20.06 (-1.13)

***Proportion of male and female staff in each hourly pay quartile:***

The percentage of male and female employees who work at the College and the distribution of male and female employees across the four pay quartiles has remained broadly consistent with last year and reflective of the fact that 40% of our employees are male and 60% of our employees are female. Female staff are marginally underrepresented in the lower and upper pay quartiles.

	2020		2021		2022		2023		2024	
	M	F	M	F	M	F	M	F	M	F
<b>Lower Quartile</b>	35%	65%	29%	71%	37%	63%	38%	62%	42%	58%
<b>Lower Middle quartile</b>	30%	70%	41%	59%	40%	60%	42%	58%	37%	63%
<b>Upper middle Quartile</b>	43%	57%	37%	63%	38%	63%	39%	61%	37%	63%
<b>Upper Quartile</b>	51%	49%	44%	56%	44%	56%	45%	55%	43%	57%

## Gender Pay Gap Context and Analysis

The reduction in our gender pay gap since 2023 can be attributed to the introduction of the Real Living Wage which has increased the hourly rate of our lowest paid staff to £12 per hour from April 2024 and improved pay parity amongst this population of employees. Changes at Senior Leadership level have also contributed to the reduction in the gender pay gap and looking forward into 2025 we anticipate a further reduction in our gender pay gap reflecting the fact that, with effect from September 2024, 75% of our College Executive team are female.

***Gender pay gap – external comparators:***

While full Gender Pay Gap reporting for 2024 is not yet available, our Gender Pay Gap is lower than the UK estimated median gender pay gap is 7% (full-time employees) and 13.1% (all employees)<sup>1</sup>. which is based on the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) data.

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<sup>1</sup> [Gender pay gap in the UK - Office for National Statistics](#)

While no estimate is available for the independent school sector specifically, and in most cases 2024 Gender Pay Reports are not yet available to draw direct comparisons, Ardingly College's Gender Pay Gap was significantly lower than those of other Independent Schools within Sussex for the previous reporting year.

**Next steps:**

We remain committed to creating a transparent remuneration structure to reward the College's dedicated employees fairly and equitably.