

## Ardingly College Family of Schools Gender Pay Gap Report 2025

### Overview

This report explores our April 2025 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 Family of Schools employed **577 relevant employees** of which **373 (64.5%) were female and 204 (35.5%) 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 2025 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 Family of Schools in 2025 is **6%**.
- The median gender pay gap for Ardingly College Family of Schools in 2025 is **-3.2%**

On a mean basis, women earn 94p for every £1 men earn and, on a median basis, women earn £1.03 for every £1 men earn at Ardingly College Family of Schools.

**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. This year salary sacrifice arrangements have had a minimal impact on the gender pay gap figures.

Excluding adjustments for flexible pay and salary sacrifice arrangements:

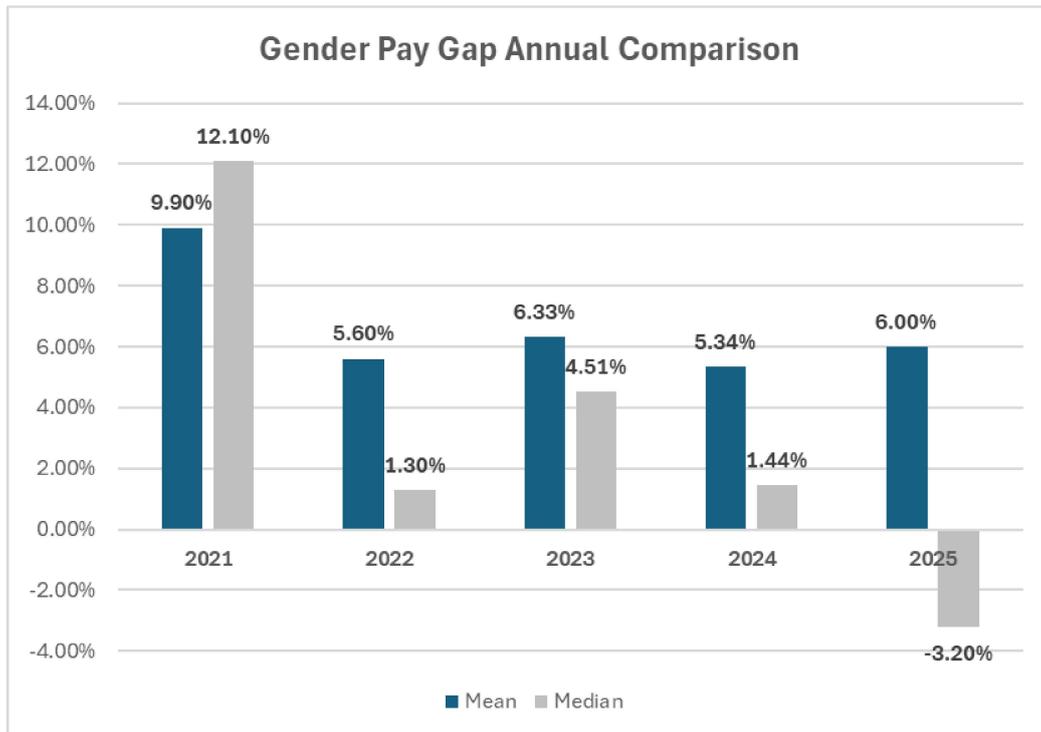
- The mean gender pay gap increases to **6.4%**
- The median gender pay gap increases marginally to **-3.5%**.

**Bonus Gap:**

In the year 2024-2025 no bonus payments were awarded.

**Gender Pay Dashboard:**

**Gender pay gap - annual comparison:**



**Mean and Median Hourly Pay Comparison:**

	2024		2025	
	M	F	M	F
<b>Median Hourly Pay</b>	£17.34	£17.09 (-0.25)	£16.93	£17.47 (+£0.54)
<b>Mean Hourly Pay</b>	£21.19	£20.06 (-1.13)	£20.67	£19.44 (-£1.23)

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

	2021		2022		2023		2024		2025	
	M	F	M	F	M	F	M	F	M	F
<b>Lower Quartile (lowest paid)</b>	29%	71%	37%	63%	38%	62%	42%	58%	38.6%	61.4%
<b>Lower Middle quartile</b>	41%	59%	40%	60%	42%	58%	37%	63%	32.6%	67.4%
<b>Upper middle Quartile</b>	37%	63%	38%	63%	39%	61%	37%	63%	29%	71%
<b>Upper Quartile (highest paid)</b>	44%	56%	44%	56%	45%	55%	43%	57%	41%	59%

**Gender Pay Gap Analysis by school site 2025:**

**Gender Pay Gap by school site:**

	Ardingly College	Great Walstead	Family of Schools
<b>Mean Gender Pay Gap</b>	3.9%	5.9%	6%
<b>Median Gender Pay gap</b>	-4.8%	-7.5%	-3.2%

**Mean and Median Hourly Pay Comparison by school site:**

	Ardingly College		Great Walstead	
	M	F	M	F
<b>Median Hourly Pay</b>	£17.21	£18.03 (+£0.82)	£13.92	£14.97 (+£1.05)
<b>Mean Hourly Pay</b>	£20.95	£20.14 (-£0.81)	£18.13	£17.05 (-£1.08)

### **Pay Quartiles by School Site:**

	Ardingly College (Total Female employees 61% Male Employees 39%)		Great Walstead (Total Female employees 80% Male Employees 20%)	
	M	F	M	F
<b>Lower Quartile (lowest paid)</b>	41.2%	58.8%	19%	81%
<b>Lower Middle quartile</b>	39.8%	60.2%	23%	77%
<b>Upper middle Quartile</b>	32.2%	67.8%	15%	85%
<b>Upper Quartile (highest paid)</b>	42.4%	57.6%	19%	81%

### **Gender Pay Gap Context and Analysis**

The mean Gender Pay Gap has increased by 0.66% since 2024. The median Gender Pay Gap has decreased by 4.64% since 2024.

Since the last reporting period, Ardingly College has merged with Great Walstead School and acquired the Ardingly Activity Centre, which has significantly increased our staff numbers, making comparative data less meaningful. In the previous reporting period Ardingly College employed 127 fewer relevant employees.

The percentage of male and female employees who work at the Family of Schools has changed marginally since 2024. In 2025 64.5% of employees are female and 35.5% are male in comparison to 2024 where 60.26% of employees were female and 39.73% were male. This change can be attributed to the fact that 80% of Great Walstead School employees are female. The percentage of male and female staff employed by Ardingly College has remained consistent with 61% female employees and 39% male employees in 2025.

#### **Mean and median hourly pay analysis:**

The mean and median hourly pay for male employees has decreased since 2024 and the mean hourly pay for female employees has also decreased. This is despite a pay award of 2.5% and an increase in the Real Living Wage to £12.60 per hour.

When hourly pay is broken down by school site, it is clear that the mean and median hourly pay rates at Great Walstead are lower than those at Ardingly College, which will have contributed to this decrease. Further analysis has demonstrated that this decrease is also a result of the fact that the pay period falls within the Easter holidays this year which has reduced the hourly rate of some staff on zero hours contracts e.g., VMTs and LAMDA staff who do not work in the holidays. Other contributory factors are staff increasing their salary sacrifice arrangements and staff who have lost additional responsibilities allowances.

### ***Pay quartile analysis:***

#### *Upper Pay Quartile (highest paid staff):*

The proportion of male and female staff in the upper pay quartile has remained broadly consistent with last year although when compared against the total proportion of female employees, female staff are underrepresented within this pay quartile.

The senior leadership team at Ardingly College Family of Schools is broadly representative of the overall workforce demographic with 66% of College Executive and 57% of our Operational Directors Team being female. The over representation of male employees within the Upper Pay Quartile is predominantly due to the number of male Senior School teaching staff on the upper end of the teaching scale, many of whom also receive additional leadership responsibility allowances.

#### *Upper Middle Pay Quartile:*

The percentage of female employees in the upper middle pay quartile has increased by 8% since 2024 which can in part be attributed to the addition of Great Walstead teaching staff who are predominantly female. However, the number of female staff within this pay quartile has also increased by 4.8% at Ardingly College. This increase can in part be explained by the inclusion of a number of female Swim School teachers who are employed on a zero-hours basis during the Easter holidays at a high hourly rate. The reporting period did not fall within the Easter break last year and therefore these employees would not have been included in last year's pay data.

#### *Lower and Lower Middle Pay Quartiles (lowest paid staff):*

The proportion of female employees within the lower and lower middle pay quartiles has increased since last year. Further analysis broken down by school site demonstrates that at Ardingly College the gender split in these pay quartiles has remained broadly the same as last year and is reflective of the gender split of the College as a whole (39% male 61% female). At Great Walstead these pay quartiles have a high proportion of female staff, but again, this is reflective of the gender breakdown of the school (80% Female 20% Male).

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

The Ardingly College Family of Schools Gender Pay Gap continues to be significantly lower than the estimated UK average. The UK gender pay gap has been decreasing slowly over time; according to the Office for National Statistics, among **full-time** employees was 6.9% in April 2025, down from 7.1% in April 2024. Among **all employees**, the gender pay gap decreased to 12.8% in April 2025, down from 13.1% in April 2024<sup>1</sup>.

While no estimate is available for the independent school sector specifically, and in most cases 2025 Gender Pay Reports are not yet available to draw direct comparisons, Ardingly College's Gender Pay Gap

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

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 Ardingly College Family of School's dedicated employees fairly and equitably.