



Ibstock Place

CO-EDUCATIONAL DAY SCHOOL

Gender Pay Gap Annual Report as at 5 April 2025

Difference in hourly rate

Women's **mean** hourly rate is **2% higher** than men's hourly rate

Women's **median** hourly rate is **11% higher** than men's hourly rate

Proportion of women in each quartile

Top quartile (highest paid)

58% of the top quartile are women

Upper middle quartile

57% of the middle quartile are women

Lower middle quartile

58% of the lower quartile are women

Lower quartile (lowest paid)

43% of the lower quartile are women

Who received bonus pay

5% of Women

2% of Men

Difference in bonus pay

Women's **mean** bonus pay is **0% lower** than men's mean bonus pay

Women's **median** bonus pay is **0% lower** than men's median bonus pay