



Gender Pay Gap Report (2025 data)

Introduction

This report outlines the Gender Pay Gap (GPG) for the Schools of King Edward VI, including data analysis and the Foundation Charity's aspirations and actions to narrow the gap. As required by law, all organisations employing more than 250 employees must annually submit GPG data and publish the results. This report is based on a snapshot taken on 31st March 2025.

What is the Gender Pay Gap (GPG)?

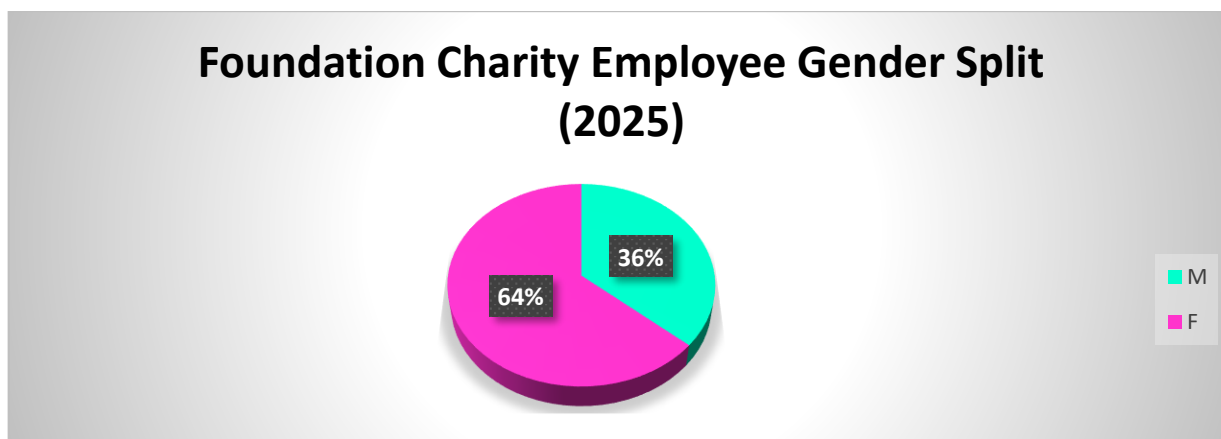
The GPG is the difference between the average hourly earnings of male and female employees within an organisation. Both mean and median figures are published. The mean is calculated by summing all hourly rates of employees and dividing by the number of employees. The median is the middle value when hourly rates are arranged from smallest to largest.

The Foundation Charity is committed to ensuring equality and fairness is at the core of its reward system.

GPG Results

As of 31st March 2025, the Foundation Charity employed 471 individuals, with 300 (64%) female and 171 (36%) male employees. The Foundation Charity encompasses the Foundation Office, King Edward's School and King Edward VI High School for Girls. The gender distribution is illustrated in the pie chart below:

Figure 1



- The mean gender pay gap for the Foundation Charity is **14.64%**
- The median gender pay gap for the Foundation Charity is **26.93%**

The mean GPG of 14.64% is slightly lower than the previous year and higher than the mean GPG for secondary education, which stood at 13.1% in 2024. (ONS, 2024). 2025 figures are not currently available.

Year-on-Year Comparison

The median hourly pay for females was 26.9% lower than that of males, representing a narrowing of the GPG by 4.4% percentage points compared to 2024. The mean hourly pay for females was 14.6% lower than that of

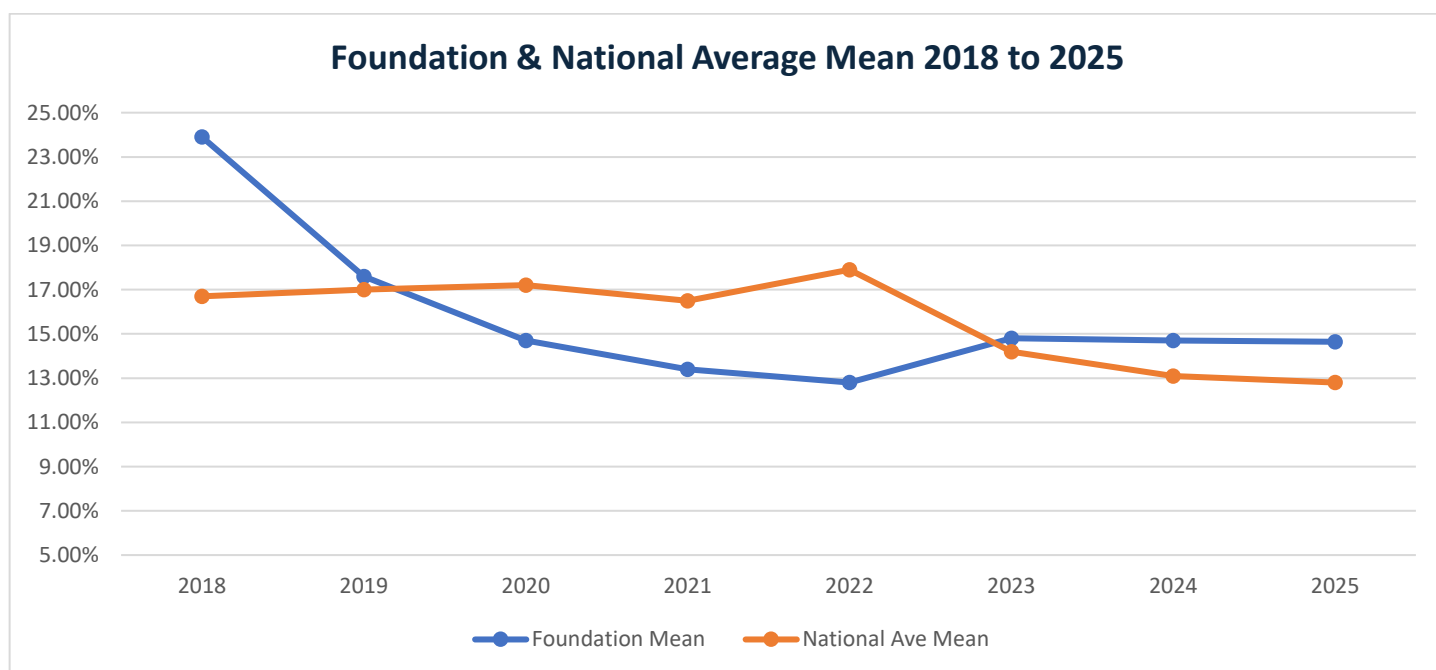
males, showing a slight reduction in the GPG of 0.1% percentage points compared to 2024. Since reporting became obligatory in 2018, the mean hourly pay gap has decreased by 9.3% percentage points over 8 years.

To better illustrate these trends, the graph below compares the Foundation Charity's Mean (Foundation Mean) with the National Average Mean (National Ave Mean) from 2018 to 2025:

Figure 2

Reporting Year	Foundation Mean	Foundation Median
2025	14.6%	26.9%
2024	14.7%	31.3%
2023	14.8%	34.4%
2022	12.8%	30.2%
2021	13.4%	29.2%
2020	14.7%	37.7%
2019	17.6%	38.2%
2018	23.9%	36.4%

Figure 3



Pay Quartile by Gender as of March 2025

In this reporting year females occupied 60.0% of the highest paid posts, an increase of 6.5% compared to 2024. However, they also occupied 62.0% of the lowest paid posts, which is a decrease of 10.4% compared to 2024.

The table below provides a detailed breakdown of the gender distribution across different pay quartiles:

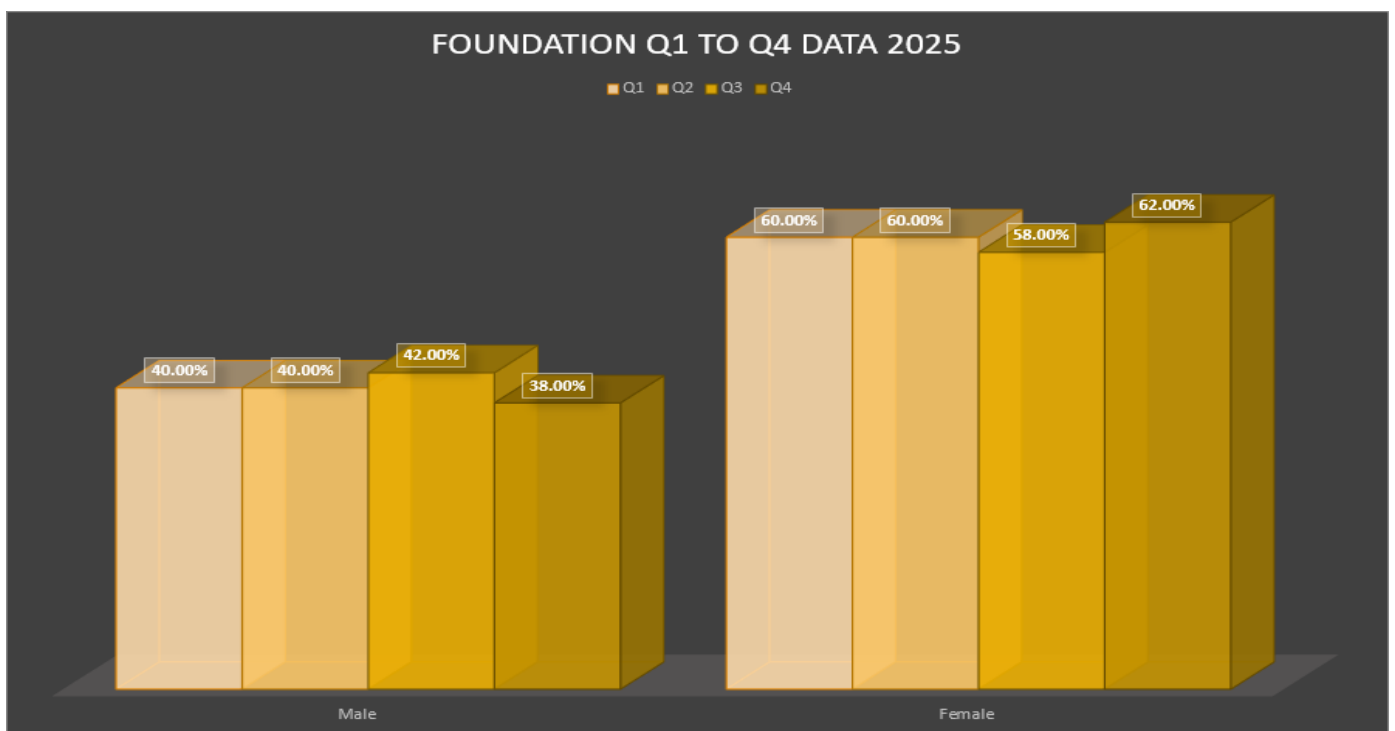
Band	Male	Female	Description
Q1 Upper Quartile	40.0%	60.0%	Top 25% hourly rates.
Q2 Upper Middle Quartile	40.0%	60.0%	Above median but at or below upper quartile.
Q3 Lower Middle Quartile	42.0%	68.0%	Above lower quartile but at or below median.
Q4 Lower Quartile	38.0%	62.0%	At or below lower quartile.

To further illustrate the gender distribution within each pay quartile, the pie charts below provide a visual representation of the data:

Figure 4



Figure 5



Q1 roles	Senior Leadership roles – FDN Executive roles, Directors, Deputy Heads
Q2 roles	Middle Leadership roles – Academic Department Heads, Teachers, ‘Heads of professional services, senior professional services
Q3 roles	Professional Services - Educational Support, Technicians, Librarians, Administration, Finance, IT, Estates, IT, Coaches, Invigilators
Q4 roles	Professional Services – Facilities, Administration

The following data shows the breakdown for the independent schools and those roles which are recorded as ‘IND’, serve both schools.

Figure 6

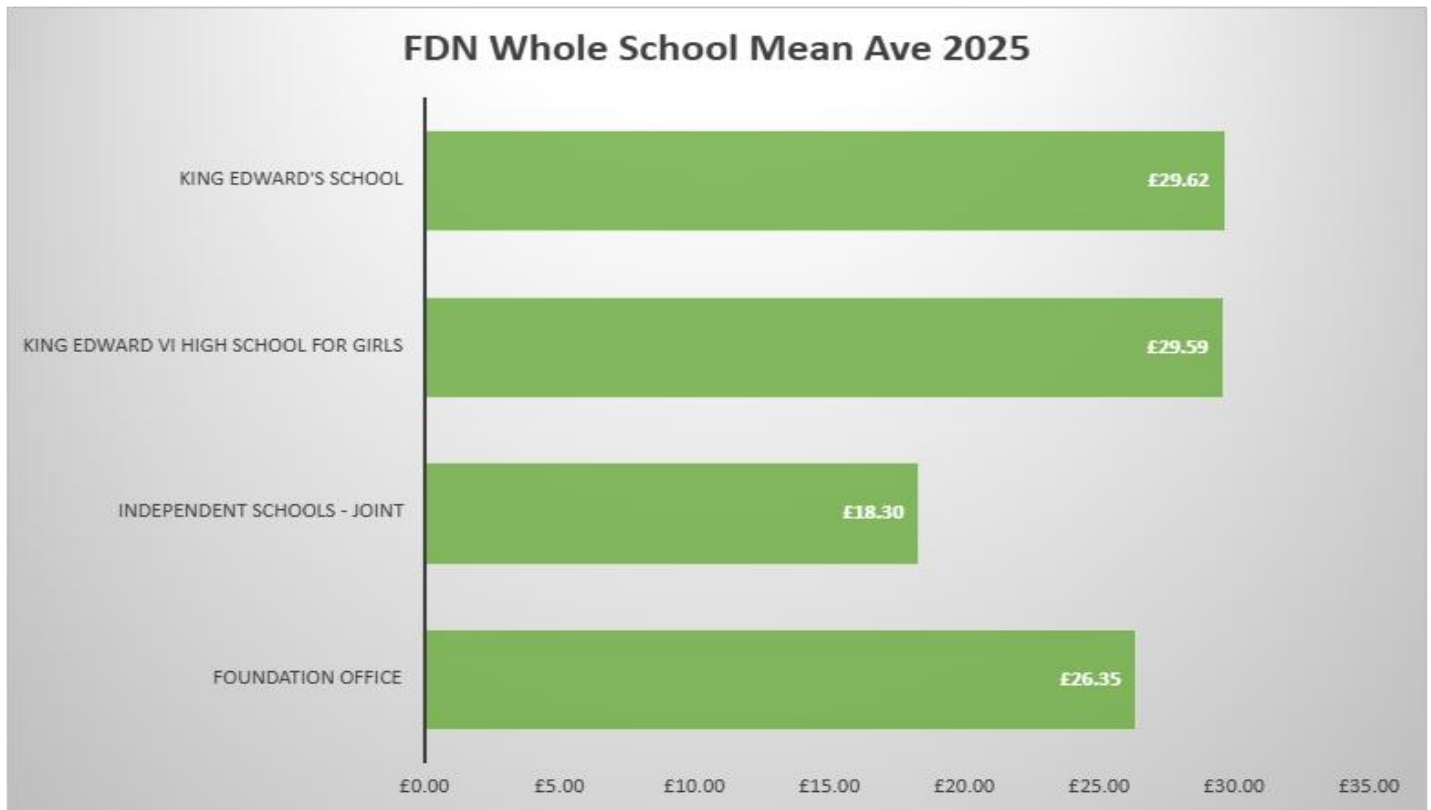
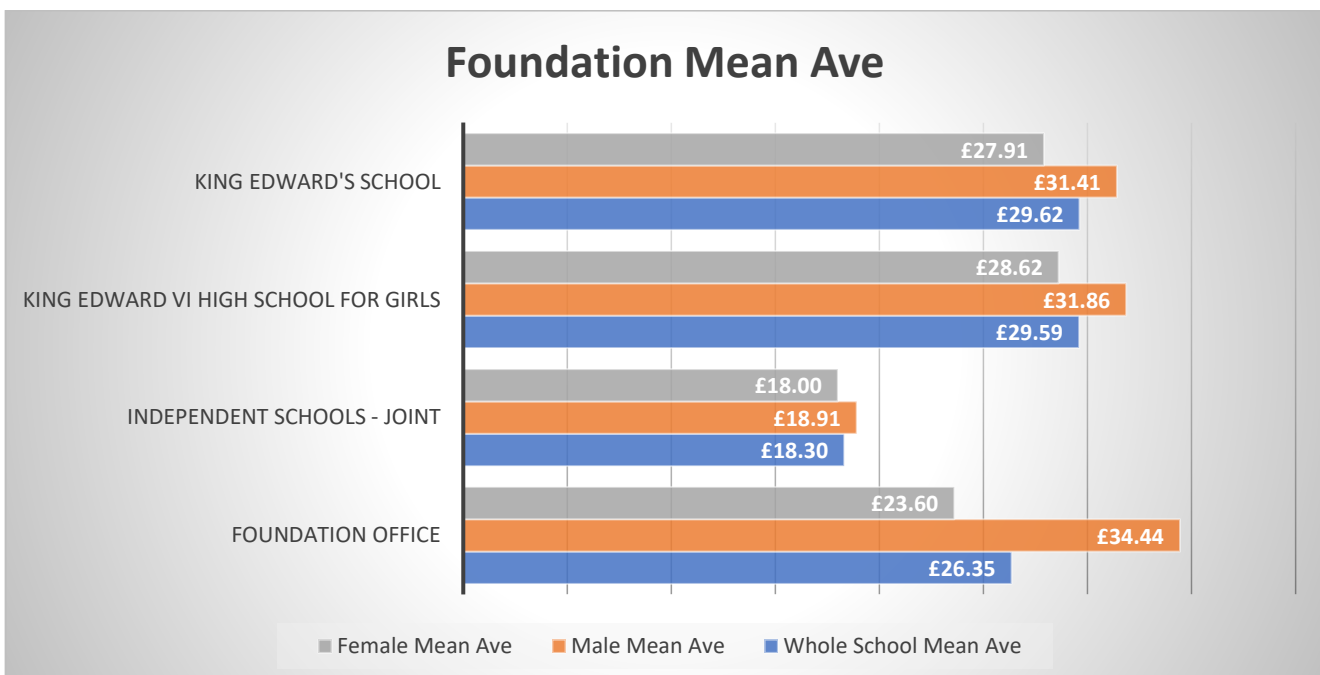


Figure 7



Gender Pay by Staff Category Structure

The GPG for the Independent Schools structure is below.

Figure 8

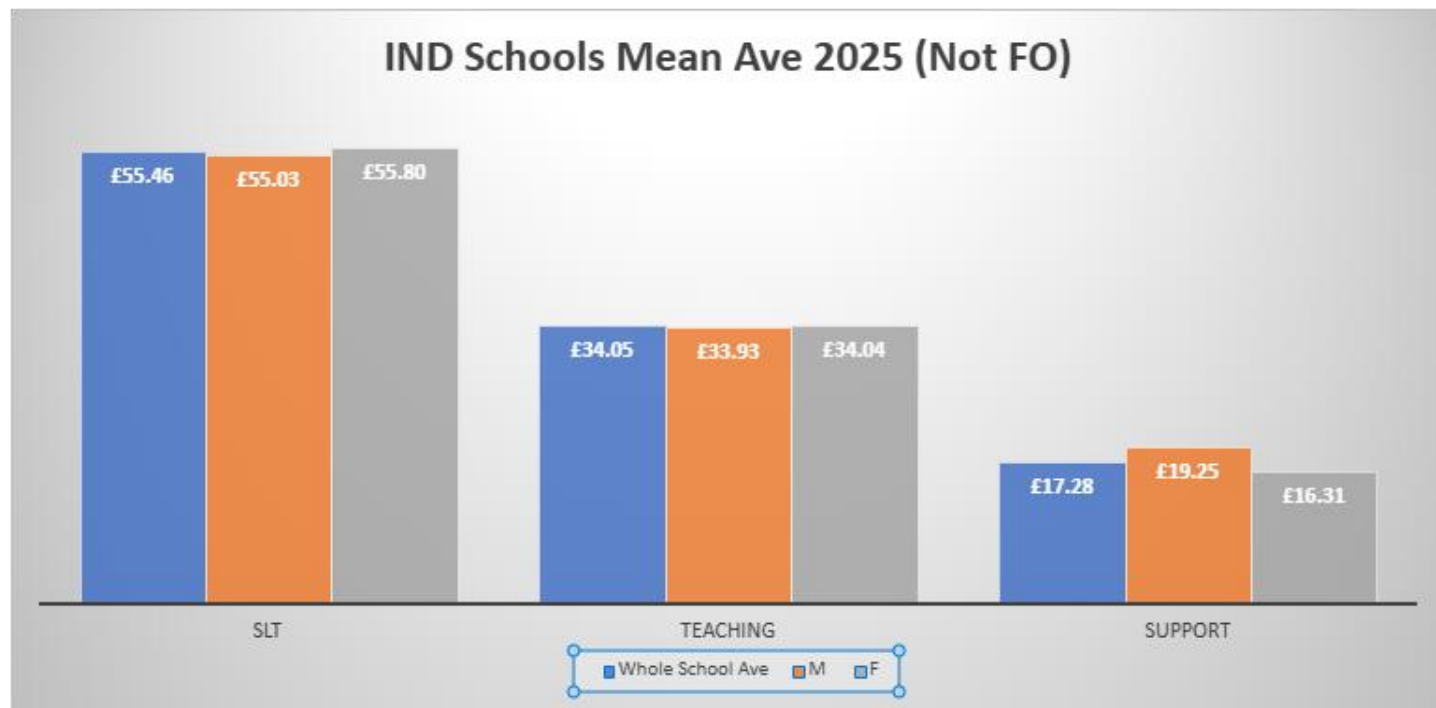


Figure 9 - Comparison Data from other Independent Schools/Groups

Employer	Employer Type	Employer Size	% Difference in hourly rate (Mean) 2024	% Difference in hourly rate (Median) 2024	% Difference in hourly rate (Mean) 2025	% Difference in hourly rate (Median) 2025
SOLIHULL SCHOOL	IND	250 to 499	7.95	-9.92	5.7	-3.5
THE KING'S SCHOOL, WORCESTER	IND	250 to 499	8.9	20.5	12.5	27.3
WARWICK INDEPENDENT SCHOOLS FOUNDATION	IND	1000 to 4999	13.2	29.9	12.9	25.0
THE SCHOOLS OF KING EDWARD VI BIRMINGHAM	IND	250 to 499	14.7	31.3	14.6	26.9
THE ROYAL GRAMMAR SCHOOL WORCESTER	IND	250 to 499	19.5	14.8	19.4	33.1
BROMSGROVE SCHOOL	IND	500 to 999	20.2	51.9	19.1	45.6
RUGBY SCHOOL	IND	500 to 999	28.4	37.3	25.9	34.1

Our Commitment to Narrowing the GPG

The Foundation remains committed to narrowing the gender pay gap, working with leaders, staff and governors to make changes and evaluate the impact of our actions. The Foundation feels that the more focused actions below will have the greatest benefit.

1. Inclusive Recruitment

- Inclusive recruitment training has been rolled out and the Foundation will continue to provide this. Salary offers will continue to be monitored to ensure fairness for both males and females.
- Anonymising applications is an embedded practice for all roles. The rollout of MyNewTerm applicant tracking system will continue to ensure this but will do so in an efficient and consistent way.

2. Flexible Working Practices

- Continue to encourage and monitor part time and flexible working opportunities and promote these equally to male and female staff at all levels.
- Continue to support flexible working requests and where possible, be creative to retain quality staff who can no longer fulfil full time hours and support those staff returning after a career break, supported by best practice guidance.

3. Progression Opportunities

- For People Partners and Senior Leaders to enter into a constructive dialogue using data from iTrent to gain insight into succession planning, role and salary progression decisions at their schools. Use data to track internal progression.
- Under EP2 Structure and Culture, more defined career pathways will exist for support staff to aid opportunity, progression and retention.

4. Supporting a Predominantly Female Workforce

- Seek to understand the potential barriers to progression that exist for women.

5. Policies, Practices and Feedback

- Continue to keep EDI, Pay and Family Friendly policies under review and keep abreast of good practice in the sector.
- Flexible working – look at successful practices across the organisation, heads sharing impactful practice and ideas.

Equal Pay

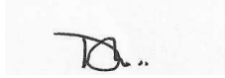
While equal pay differs from gender pay, it is crucial that appointment decisions reflect equal pay for all genders, both for identical jobs and those of equal value.

We recognise that these actions alone will not eliminate gender inequality and that their full impact may take time.

We will continue to strive to be a fair employer, ensuring that our salaries are competitive and aligned with sector standards.

I, Jodh Dhesi, CEO, confirm the accuracy of the information in this statement.

Signed:

A rectangular box containing a handwritten signature in black ink, which appears to be "J. Dhesi".

Dated:

10 April 2026