



STAMFORD

Gender Pay Report

For the Year Ended April 2025

	2025	2024
Mean Hourly Rate Gender Pay Gap	12.7%	12.2%
Median Hourly Rate Gender Pay Gap	15.6%	14.6%
Gender Quartile Percentages		
<i>Upper Quartile</i>		
Proportion of Males is	46.5%	47.3%
Proportion of Females is	53.5%	52.7%
<i>Upper Middle Quartile</i>		
Proportion of Males is	26%	25.6%
Proportion of Females is	74%	74.4%
<i>Lower Middle Quartile</i>		
Proportion of Males is	31.3%	21.5%
Proportion of Females is	68.8%	78.5%
<i>Lower Quartile</i>		
Proportion of Males is	30.5%	38.5%
Proportion of Females is	69.5%	61.5%
Bonus Gap	No bonuses are paid	

Narrative

1. The Stamford Endowed Schools are content that they pay the same rate for the same role, regardless of gender or any other protected characteristic, and believe firmly in equal pay for equal roles.
2. Teaching staff, regardless of gender, are all paid according to the School's own salary scale, which contains incremental points based on experience and contribution.
3. Operations roles are paid at an hourly rate appropriate to the evaluation of the role, not the person doing it. Roles are evaluated by content criteria and benchmarked against the wider employment market.
4. Overall, and in every quartile, we employ more females than males including, of note, in the Upper Quartile.

5. As is the case across the education sector more generally, the gender pay gap is materially influenced by the Lower and Lower Middle Quartile where we recruit irrespective of gender but where, for a range of reasons including lifestyle and other commitments, we attract more female employees.

6. Having considered the steps recommended by the Gender Pay Gap Service to help close the gap, the School is confident that it already adopts many of the recommendations. However, it remains committed to continually reviewing how it can improve benefits and working conditions for all colleagues.

Signed by

Louisa Plummer

**Director of People
For & Behalf of Stamford Endowed School**

Date: