



Bolton School: Gender Pay Gap Analysis 2025



1. QUARTILES

This quartile breakdown reveals a clear trend: as pay decreases, the proportion of female staff increases. Women dominate the lowest-paid quartile (78.9%), which includes roles like catering and childcare, key drivers of the median pay gap.

In contrast, the top quartile remains majority female but with a more balanced gender mix.

In Quartile 1, (Top 25% earners):
62% women, 38% men

In Quartile 2:
68.1% women, 31.9% men

In Quartile 3:
69% women, 31% men

In Quartile 4:
78.9% women, 21.1% men

Women are well represented across all pay levels, with the proportion highest in the lowest quartile.

Quartiles 2 and 3 continue this trend, while the top quartile shows a more balanced gender mix. This pattern reflects role distribution rather than pay inequality.



2. TEACHING AND SUPPORT STAFF

Across both teaching and support roles, men and women are paid equally for equivalent jobs, with the overall gender pay gap driven by the higher proportion of women in lower paid support positions.

Glass Ceiling Analysis (Academic Staff)

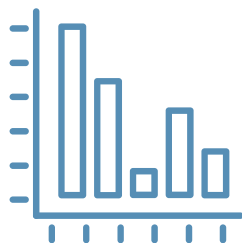
Senior Leadership
13 9

Middle Leadership
38 24

Additional Responsibility
26 12

Women hold most leadership roles across the Foundation, broadly reflecting the workforce.

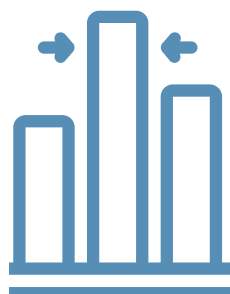
By division: the Girls' Division has strong female representation at all levels; the Boys' Division has more men in senior and middle leadership, though its pipeline suggests improving balance; and the Primary Division is largely female-led, with a more mixed profile at additional responsibility level.



3. MEAN PAY GAP

The mean figure is the difference between the average hourly rate for male and female employees. This has been calculated as 13%.

This gap has decreased from 16.5% in 2024.



4. MEDIAN PAY GAP

The median figure is the difference between the middle hourly rate, when all the hourly rates are listed in numerical order, separately for male and female employees. This has been calculated as 25.4%.

The gap has decreased from 28.9% in 2024.

The 2025 Gender Pay Gap analysis confirms that the organisation's pay structure is fundamentally fair. Women and men are paid equally for equivalent roles, with no disparity in pay for equal work. Pay scales and policies ensure gender is not a factor in setting salaries.

The mean and median gaps arise from workforce composition: women are over represented in lower-paid quartiles, while men are more present in some higher-paid roles. However, within each quartile and like for-like positions, pay is equal. Strong female representation in leadership also reflects equal access to progression.

Overall, both male and female staff are valued and rewarded fairly for their contributions.

Year	Total No. of Staff	Total No. of Males	Total No. of Females	Mean Gender Pay Gap Figure	Median Gender Pay Gap Figure
2017	590	179	411	16.2%	40.6%
2018	625	186	439	15.2%	26.6%
2019	614	191	423	12.4%	27.2%
2020	529	161	368	16.5%	40.5%
2021	509	145	364	18.6%	49.7%
2022	599	186	413	15.5%	27.7%
2023	599	174	425	17.1%	31.7%
2024	622	179	443	16.5%	28.9%
2025	567	173	394	13%	25.4%

Comparison of data 2017 - 2025

Gender Pay Reporting, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, involves carrying out six calculations that show the difference between the average earnings of males and females working at the Bolton School Foundation; it does not involve publishing individual employee's data.

The results are published on the Bolton School website and the Government website.