

**NEW HALL SCHOOL TRUST  
GENDER PAY GAP REPORT 2025**

The gender pay gap shows the difference between the average hourly earnings of men and women. This is expressed as a percentage of men's earnings. The calculations are based on the pay that employees received in April 2025. New Hall School does not pay bonus payments so this information is not provided.

New Hall School is committed to equal pay and minimising the gender pay gap as far as possible. We employ significantly more female than male employees and this is representative throughout the pay quartiles. On the analysis date, female employees made up 66% of the workforce, of which we are proud.

For the purposes of Gender Pay Gap reporting, we report on actual salary (not full-time equivalent (FTE) salary). However, both figures are included below.

<b>Mean Pay Gap</b>	<b>Actual</b>	<b>12.1%</b>
	<b>FTE</b>	<b>7.3%</b>

The mean gender pay gap measures the difference between the average pay of all women and all men. **Our mean gender pay gap is 12.15% (2024 - 6.25%)**. This compares favourably with the National Average of 13.1% (2024 - 13.8)%.

When analysed further by employee category, at senior management level the mean gender pay gap is 4.3%. Among teaching and educational professionals, where women make up 62% of the workforce, the mean pay gap is 8.2%.

Of our support employees, 72% are women and the mean gender pay gap is 1.8% (2024 - 6.5%).

<b>Median Pay Gap</b>	<b>Actual</b>	<b>21.6%</b>
	<b>FTE</b>	<b>15.4%</b>

The median gender pay gap measures the difference in pay between the 'middle man' and 'middle women' if you rank employees according to pay. Our median gender pay gap is 21.6% (2024 - 8.2%) compared to the National Median pay gap for all employees of 12.8% (2024 - 13.1%).

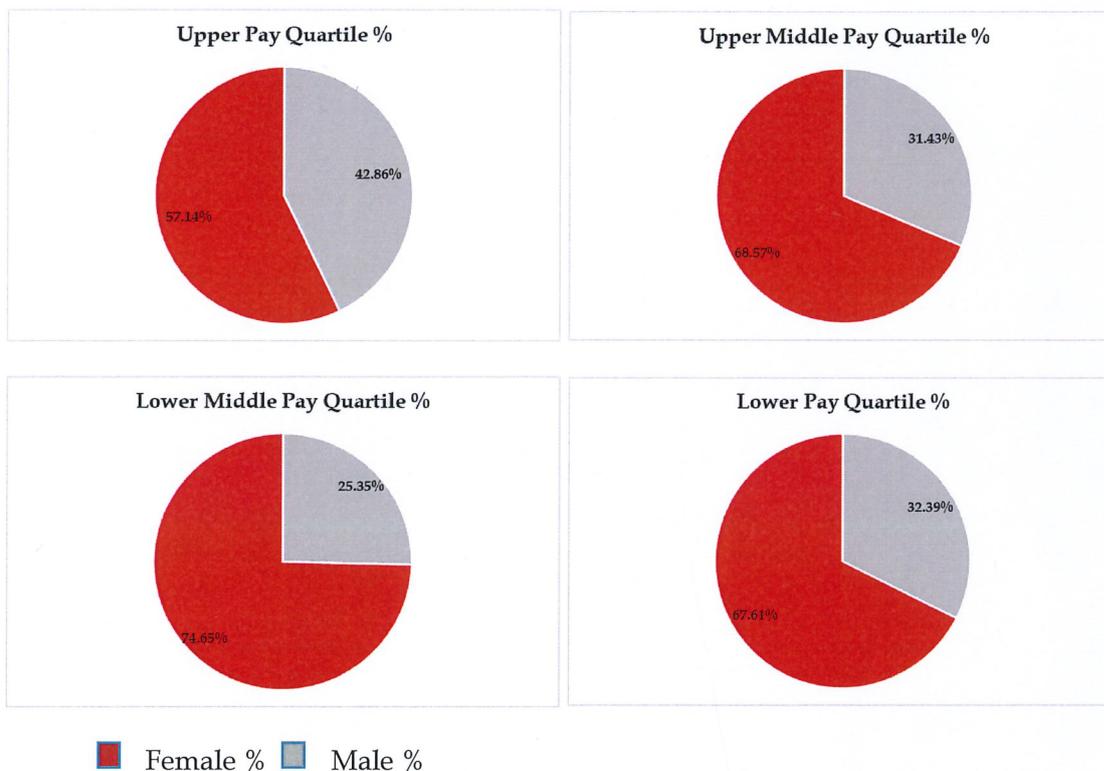
The steps taken to make the School a welcoming environment for female employees include the opening of our own Nursery on the School site, assisting staff to return to the workplace following parental leave.

Based on how the gender pay gap is calculated, if we were able to employ more men in the lower paid roles, while keeping the overall number of employees constant, this would act to reduce the gender pay gap further. As an employer we have also committed to Living Wage Foundation 'Real Living Wage' since 2021 and expect this to improve our Median Pay Gap in future years.

## The Difference Between the "Actual" Pay Gap and the "FTE" Pay Gap

For the purposes of Gender Pay Gap reporting, the School reports on actual salary rather than full-time equivalent (FTE) salary; however, both measures are considered. The data shows that the Actual Mean (12.1%) and Median (21.6%) pay gaps are higher than the corresponding FTE Mean (7.3%) and Median (15.4%) pay gaps due to the prevalence of part-time/term-time only roles for support staff, which has a notable impact on the overall reported gap. In both Actual and FTE measures, the Median pay gap is higher than the Mean, demonstrating that the difference in pay is more pronounced at the middle leadership level. Therefore, the gender pay gap is influenced by workforce composition and working patterns, rather than differences in pay within equivalent full-time roles.

### Pay Quartiles



All employees at New Hall are on set pay ranges; movements within these are based on regular increments which reflect increasing experience and performance. Performance is assessed in relation to clear criteria based on job descriptions.

Our pay profile is largely consistent across the pay quartiles. 56% of our male employees (2024 - 53%) are in the upper pay quartiles and 44% (2024 - 47%) in the lower quartiles. Many roles in the organisation which are held by women are part-time and attractive to female candidates and those with caring responsibilities. This is similar to last year and reflects our policy to keep the lowest pay rates under regular review, which due to the profile of our workforce, will have the largest impact on our gender pay gap.

At New Hall School we are committed to gender equality and will continue to evaluate and develop our pay policy in light of our annual review. We take a rigorous approach to preparing the gender pay reporting data and I confirm that our data conforms to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mr Philip Wilson  
Chair of Governors