



EST. 1525

Sedbergh

SCHOOL



GENDER PAY GAP REPORT

APRIL 2025



Introduction

Under the Equality Act 2010 Sedbergh School is required to publish gender pay gap information by reporting the percentage differences in pay between male and female employees. This report is for the snapshot date of 5 April 2025. At the time of this snapshot Sedbergh School employed 418 members of staff, 189 (45.2%) men and 229 (54.8%) women.

Sedbergh School is committed to the principles of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Gender Pay Reporting shows the balance of men and women within the school at all levels and the effect this has on the average hourly rates across the whole school.

Gender Pay Gap

This table shows the mean and median percentage differences between the hourly rates paid to each Gender.

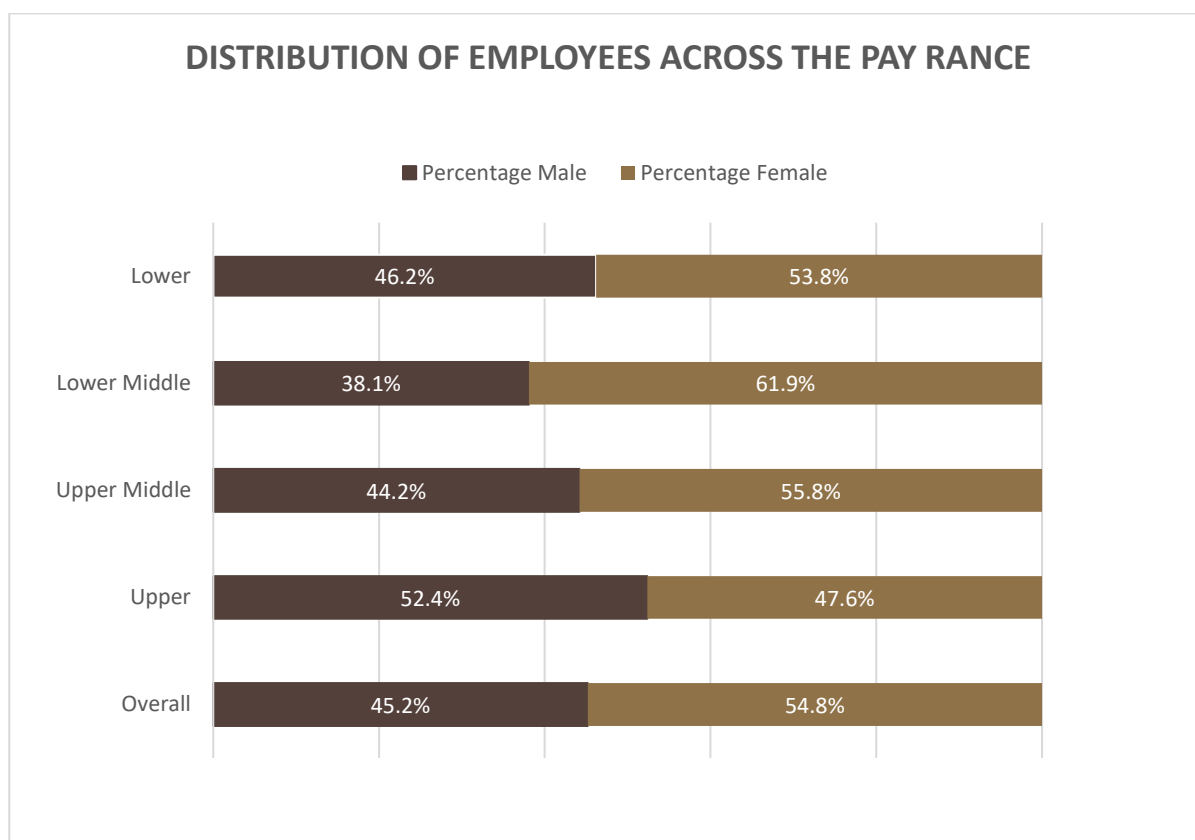
Pay Gap	2025
Mean	9.30%
Median	7.83%

Bonus Pay

Sedbergh School did not pay any bonuses during the period 6 April 2024 and 5 April 2025.

Distribution of Employees across the pay range

The following chart shows the distribution of men and women throughout the pay range of the school.



Sedbergh School is confident that the Gender Pay Gap does not stem from paying men and women differently for the same or equivalent work. It is as a result of the roles in which men and women work within the school, and the salaries or hourly rates associated with those roles. There has been a significant improvement since last years report with the intention of this continuing.

Sedbergh School is committed to ensuring fairness and equity in its recruitment practices, career progression, and internal policies.

Confirmation Statement

I confirm that the information published here is accurate.

Baz Bennett
Chief Operating Officer
Sedbergh School