



Francis Holland Schools

Gender Pay Gap Report 2024-25

This report contains the statutory disclosure of the Trust’s gender pay gap. All companies with 250 or more employees are required to publish their gender pay gap under legislation that came into force in April 2017.

The gender pay gap is not the same as equal pay. Equal pay is the legal requirement that men and women be paid the same amount for equal roles. The gender pay gap is the difference between the gross hourly earnings or bonus pay for both men and women across an organisation.

Our aim is to be great employer, attracting, retaining and developing the best staff in the education sector, as a Trust we are committed to equality and fairness

Mean gender pay gap:	Women’s hourly rate is 0.21% higher (0.85% lower in 2023-24)
Median gender pay gap:	Women’s hourly rate is 3.93% higher (11.13% in 2023-24)
Mean bonus gap:	Women’s mean bonus pay is 49% higher (26% higher in 2023-24)
Median bonus gap:	Women’s median bonus pay is 0% higher (25% higher in 2023-24)
Male bonus proportion:	16.67% (8.70% in 2023-24)
Female bonus proportion:	12.70% (15.64% in 2023-24)

Hourly rate quartile bands 2024/25		
Quartile	Males (%)	Females (%)
Lower	32.1	67.9
Lower middle	24.1	75.9
Upper middle	27.7	72.3
Upper	23.8	76.2

Our figures indicate that the mean hourly rate of women is marginally higher than the mean hourly rate of men at the Trust, in addition to the median hourly rate of pay for women. Our bonus data indicates that a lower proportion of women received bonuses this period than men, however, the mean bonus pay was higher for women whilst the median bonus gap was equal, this is due to a higher proportion of women being in Senior Leadership Roles where higher bonuses are awarded.

We have considered these figures in detail. The Trust has an agreed payscale for teaching, non-teaching and leadership roles which is applied consistently to all staff and forms part of our pay policy which is reviewed regularly. We are confident that no male employee is paid a lower wage for doing the same job as a female employee.

Following analysis of our data we have concluded that the following factors contribute significantly to our gender pay gap:

- The non-teaching payscale is lower than the teaching and leadership payscales. In this reporting period 67.46% of the school’s non-teaching staff are female.
- Of the new or recently qualified teaching staff (paid on the lowest four points of the teaching payscale) 80% are female.

We also note that:

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- At the time of this report 72% of staff paid on the Leadership scale are female, an increase on the previous year from 69%

As regards bonuses, these are awarded sparingly at the Trust (46 bonuses this reporting period, up from 21 in the previous) and this commonly leads to data being easily distorted. We have re-examined individual bonuses awarded in this reporting period carefully and are satisfied that all were awarded fairly and properly. Further, we continually conduct analysis of bonus trends, with specific focus on the bonus pay gap. This analysis concluded that bonuses are being awarded fairly to men and women based on the merit in which they are awarded, and is demonstrated in our 0% median bonus gap.

The Trust will continue to give appropriate consideration to the awarding of bonuses and to ensure that all decisions are underpinned by fairness and equality.

I confirm that the information published here is accurate Signature

Geoff Wilmot, Chief Operating Officer

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