



Gender Pay Gap Report - 2025

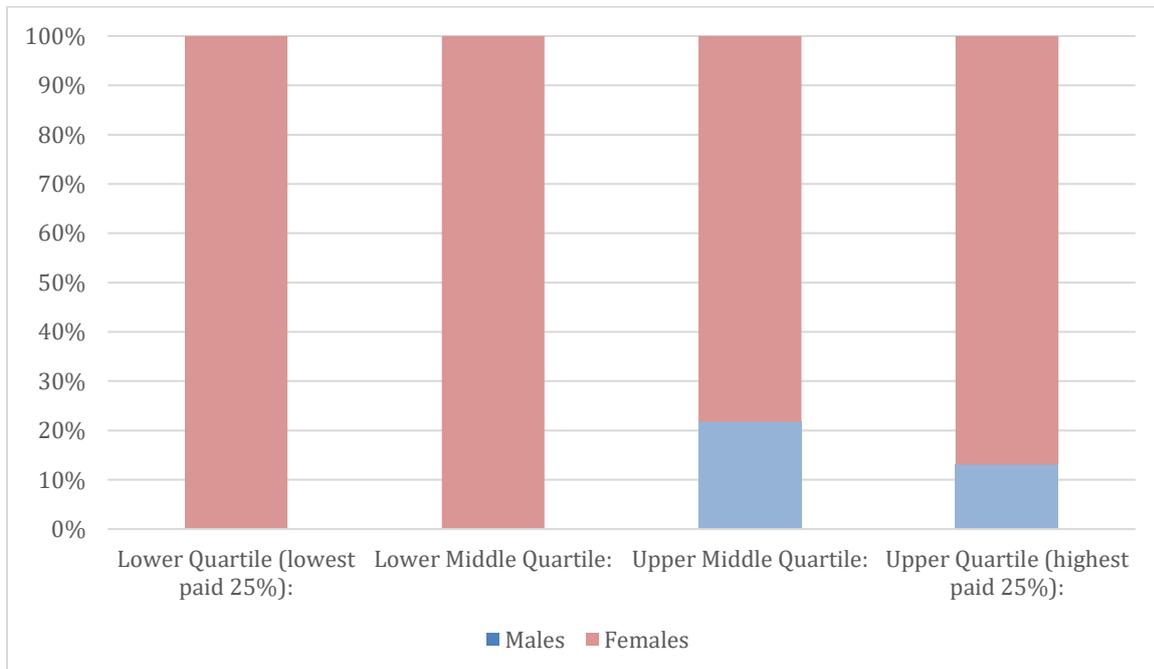
Introduction

This report outlines the Tudor Court Primary School Gender Pay Gap, based on payroll data from the 5th April 2025.

Overview Table

Measure	Males	Females
Mean Hourly Rate:	£27.01	£18.10
Median Hourly Rate:	£22.31	£13.11
Proportion receiving a Bonus:	0	0
Mean Bonus Pay Difference:	0	0
Lower Quartile (lowest paid 25%):	0%	100%
Lower Middle Quartile:	0%	100%
Upper Middle Quartile:	21.74%	78.26%
Upper Quartile (highest paid 25%):	13.04%	86.96%

Quartile Breakdown Table





Key Insights

- The workforce is predominantly female, with women representing 91.3% of employees and men 8.7%.
- The mean gender pay gap is 33.0%, reflecting higher average hourly pay for male employees.
- The median gender pay gap is 41.2%, indicating a substantial difference in typical hourly earnings between male and female employees.
- No bonuses were paid to any employees during the period
- Women make up 100% of both the lower quartile and lower middle quartile, indicating a concentration of female employees in the lowest-paid roles.
- Male representation increases in higher pay bands, accounting for 21.74% of the upper middle quartile and 13.04% of the upper quartile.
- The gender pay gap is primarily driven by occupational distribution, with men more likely to occupy higher-paid positions despite being a small proportion of the overall workforce.
- This pattern is consistent with trends in female-dominated sectors (such as education) and demonstrates how role distribution across pay bands can significantly influence reported gender pay gap figures.

Pay Quartile Distribution

- The pay quartile distribution demonstrates a clear concentration of female employees in the lower-paid roles. Women account for 100% of both the lower quartile and lower middle quartile, indicating that the lowest-paid positions within the organisation are exclusively held by female employees.
- Male representation increases in the higher pay bands. Men make up 21.74% of the upper middle quartile and 13.04% of the upper quartile (highest-paid 25%), despite representing only 8.7% of the total workforce.
- This pattern shows that while women remain the majority across all pay quartiles, men are disproportionately represented in higher-paid roles relative to their overall workforce presence, which contributes to the reported gender pay gap.

Mean and Median Pay

- The median hourly rate for men (£22.31) is higher than the median hourly rate for women (£13.11), resulting in a median gender pay gap of 41.2%. This indicates a significant difference in typical hourly earnings between male and female employees.
- The mean hourly rate for men (£27.01) is also higher than that for women (£18.10), producing a mean gender pay gap of 33.0%. This reflects the impact of higher-paid male roles on average pay figures.
- As the workforce is predominantly female, female pay levels heavily influence the overall pay distribution; however, the presence of a small number of higher-paid male employees significantly increases the gender pay gap figures.