

## GENDER PAY GAP REPORT – APRIL 2025

New gender pay gap reporting legislation came into force on 6 April 2017. This requires employers with 250 or more employees to identify and publish their gender pay gap figures on an annual basis. The gender pay gap shows the difference between the average (mean and median) earnings of men and women expressed as a percentage. The gender pay gap is not the same as equal pay, which requires that women and men doing the same or similar job are paid the same.

Employers are required to report the following information via the Government Equalities Office and their own website by 4 April 2026. All figures are based on employees' average earnings as of 5 April 2025.

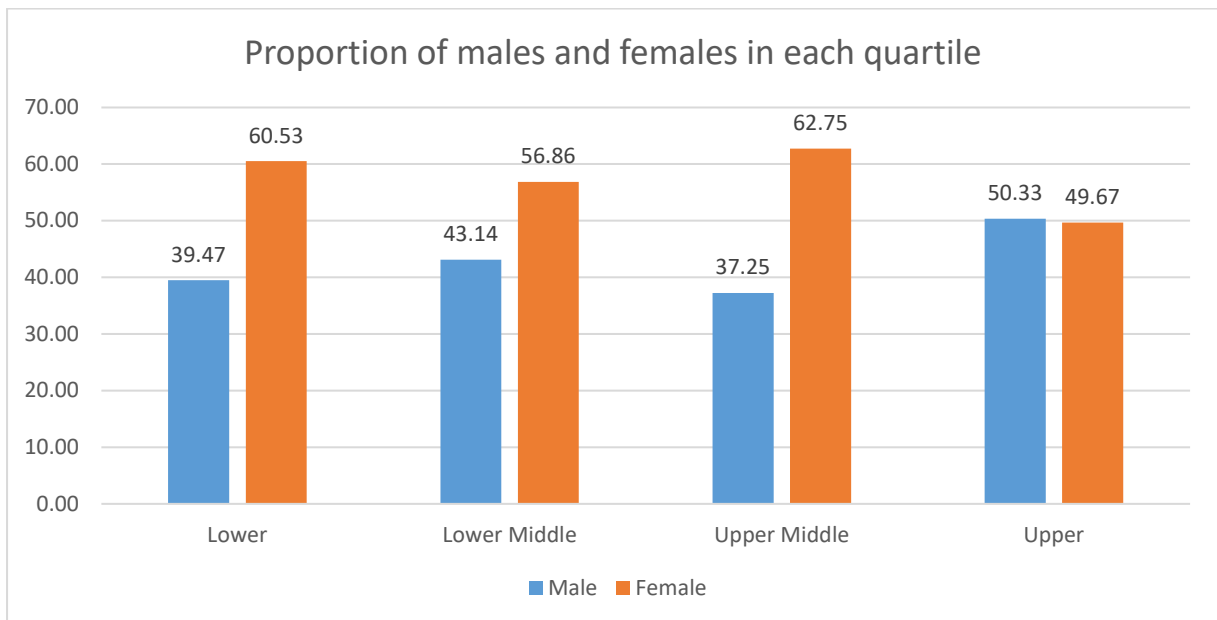
### Mean gender pay gap

Highgate's mean gender pay gap is 8.10%. This means that the mean average salary across all female employees is 8.10% lower than the mean average salary across all male employees.

### Median gender pay gap

Highgate's median gender pay gap is 4.03%. This means there is a difference of 4.03% between the mid-points of the distributions of male and female pay.

### The proportion of males and females in each quartile pay band



### Bonus pay gap data

Highgate does not have a bonus payment scheme so no details will be reported in this section.

## **Reflection on the statistics**

Highgate School recognises the need to continue to work towards eliminating the gap. The School is committed to its status as an employer of choice and to providing every employee with a fair and equitable rate of pay for the work they do. We are committed to developing a strategy which addresses the gender pay gap, in context, as part of our wider work on inclusion.

**Prepared by: John Pheasant, Bursar**

**March 2026**