



## Gender Pay Gap Report 2025

Founded by Royal Charter in 1552, Shrewsbury School is a fully co-educational independent school which offers seven-day boarding and is ranked amongst the leading co-educational boarding schools in the world, educating around 850 pupils aged 13-18 years.

Shrewsbury School is a registered charity with a number of wholly owned trading companies.

Shrewsbury School has a strong vision, focused on empowering each individual pupil to flourish in life and contribute positively to the world around them. It offers a unique whole person education and promotes Six Salopian Virtues: Wisdom, Kindness, Courage, Integrity, Self-Mastery and Spirit.

Packwood Prep School became part of the Shrewsbury Family of Schools in 2019, and is a co-educational boarding and day school for pupils aged 3-13, affording Shrewsbury School pupils an early entry point to the Shrewsbury family. Packwood aligns with the Shrewsbury School vision and values.

## **Legislative Requirements**

The Gender Pay Gap legislation, which was introduced in April 2017, introduces a requirement for employers with over 250 employees to publish their gender pay gap data. As Shrewsbury School, incorporating Packwood Prep School, has over 250 employees we are required to annually publish our gender pay gap data at the snapshot date of 5 April each year. We have also taken the opportunity to contextualise and explain our data and outline our commitment and progress made in reducing this gap.

## **What is a gender pay gap?**

A gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is important to understand that a gender pay gap is different from equal pay.

**Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

The **gender pay gap** shows the differences in the average pay between men and women, irrespective of job role. A high gender pay gap may not be because of any unlawful practice, but it can indicate that there may be issues that employers can address to improve the situation.

## **What do we need to report?**

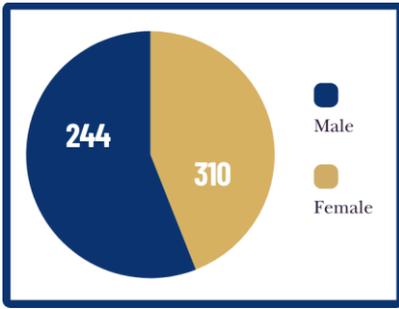
Employers must calculate the following information:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

## **How do we address the gender pay gap?**

Currently there is only a requirement of employers to publish their gender pay gap. However, Shrewsbury School and Packwood School are committed to reducing the gender pay gap and taking positive actions to support this commitment through an action plan.

## Gender Demographics



44%

Male

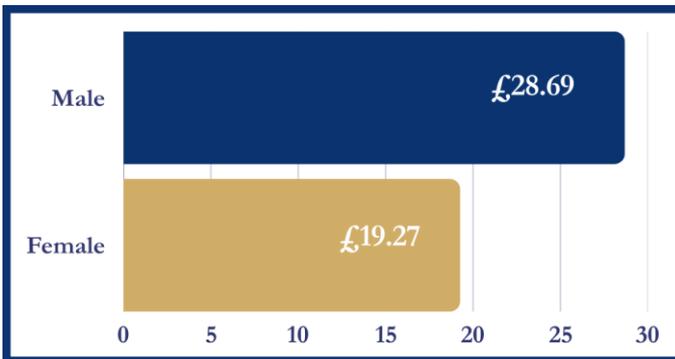


56%

Female

## Gender Pay Gap Information

### Mean

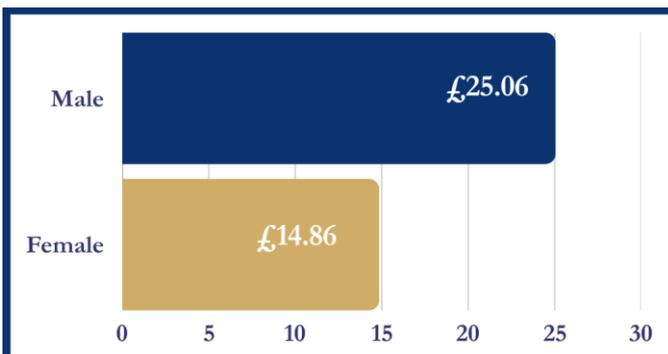


The mean is the average and is a useful way of reflecting the full earnings distribution. It is the sum of the hourly rates for both genders divided by the number in the list. What is then reported is the percentage difference between the mean hourly rate for males and the mean hourly rate for females.

Our mean gender pay gap is **32%** in favour of males.

This is slightly higher than the previous year and more aligned with our 2023 data.

### Median



The median is the middle occurring value where values are listed in numerical order from lowest to highest. What is then reported is the percentage difference between the median hourly rate for men and the median hourly rate for women.

Our median gender pay gap is **40%** in favour of males.

Whilst this is slightly higher than the previous year, it is still below the 2023 data percentage.

The median gender pay gap can be affected by a small number of high earners. Currently our Heads in both Schools and several of our senior leadership roles are male, which impacts on both mean and median calculations.

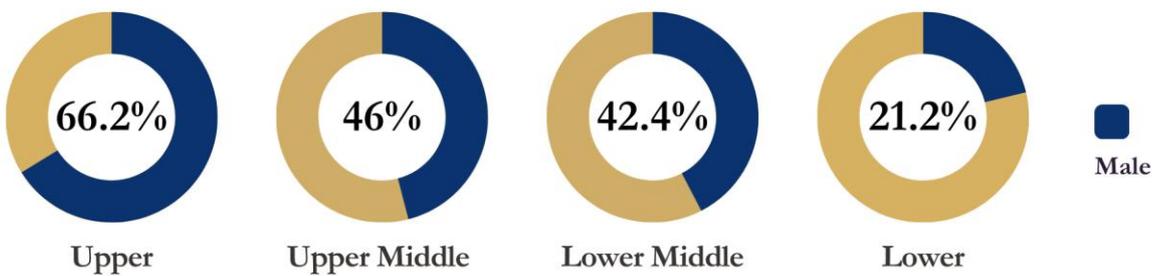
### Mean Gender Bonus Pay Gap

These calculations look at any bonus payments made in the 12-month period from 6 April 2024 to 5 April 2025. Shrewsbury School and Packwood School did not pay any bonuses in this period.

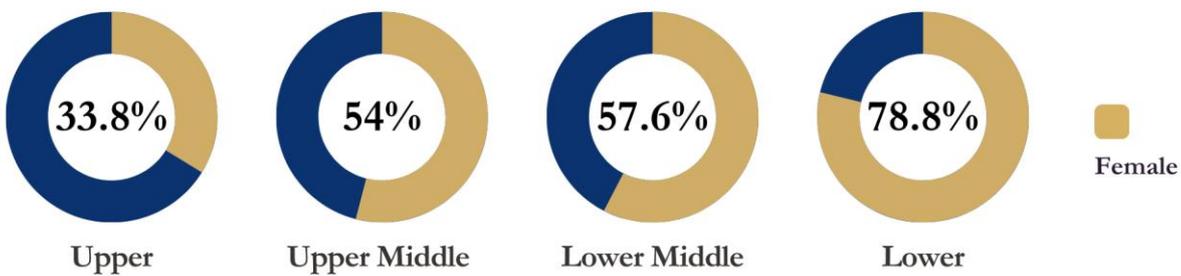
### Quartile Bands

These are calculated by ranking all employees by their hourly rate of pay from lowest to highest and then dividing them into four even groups or quartiles, then looking at the percentage of males and females in each quartile.

% Male in quartile



% Female in quartile



Our upper quartile remains reasonably static compared to last year. We have seen good movement in our upper middle and lower middle quartiles as we see a levelling up of genders.

Our lower quartile still remains predominately female. Shrewsbury School has not made the decision to outsource its domestic teams, and cleaning remains in house for all schools. This team is predominately female given the flexibility of both term time and fractional hours on offer. Whilst we have actively supported more men coming in to cleaning and matron roles, this is still small.

### Shrewsbury School's commitment to eradicating the gender pay gap

The School is committed to closing the gender pay gap where possible and has developed an action plan to support this, which gained momentum as the academic year progressed.

The leadership team are committed to fair pay irrespective of gender and continue to drive positive action in underrepresented areas.

For 2025/26 academic year we have increased the female representation on the leadership teams in both schools and have used the theme of leadership to provide development opportunities to leaders of both genders.

Both Schools will continue to drive initiatives and changes to address the pay gap, including:

- Reviewing and benchmarking salaries and improving them where we identify gaps
- Reviewing our recruitment and selection policies to ensure there is equality of opportunity
- Reviewing how and where we advertise our roles to ensure we are reaching the widest audience
- Continuing to promote opportunities for part time, term time and other flexible working options
- Continuing to support lateral and progressive moves within the organisation whilst retaining part-time or flexible working options
- Continuing to promote internal progression opportunities
- Positively market roles to the opposite gender where we would benefit from increased representation

Report approved by Shrewsbury School

A handwritten signature in black ink that reads "Nicholas Dodd". The signature is written in a cursive style and is positioned above a long, thin horizontal line that tapers to a point on the right side.

Signed:

Dr Nicholas Dodd  
Chief Operating Officer