

## STOWE SCHOOL LIMITED GENDER PAY REPORT 2025

Employers with over 250 employees are required to publish their gender pay gap.

Stowe School, as a group, is committed to equality of opportunity and is confident that men and women are paid equally for undertaking equivalent jobs across the school. We benchmark roles and pay is linked to performance using a pay and performance matrix. Vacancies are advertised internally, as well as externally, and are open to both men and women.

### Pay Gap

|            | Mean  | Median |
|------------|-------|--------|
| Hourly pay | 17.5% | 21.1%  |

The gender pay gap shows the difference between the average (mean or median) earnings of men and women, expressed as a % of men's earnings.

The table above shows our mean and median hourly gender pay gap as at the snapshot date - 5 April 2025.

Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women in part time roles in the lower paid quartile and at lower grade jobs, and more men in higher paid, more senior roles. This is shown clearly in the Pay Quartiles table below.

### Pay Quartiles

| Quartile              | Women | Men   |
|-----------------------|-------|-------|
| Lower quartile        | 83.1% | 16.9% |
| Lower middle quartile | 69.3% | 30.7% |
| Upper middle quartile | 63.7% | 36.3% |
| Upper quartile        | 54.0% | 46.0% |

The above table illustrates the gender distribution across Stowe School in four equally sized quartiles. There is a higher proportion of women across all quartiles, reflecting the relative make up of the staff body, with the highest concentration of women in the lower quartile.

The gender pay gap within the pay quartiles is as follows:

| Quartile     | Mean pay gap | Median pay gap |
|--------------|--------------|----------------|
| Lower        | -3.5%        | -1.9%          |
| Lower middle | 0.2%         | 0.6%           |
| Upper middle | 0.7%         | 1.3%           |
| Upper        | 10.1%        | 9.5%           |

The figures in the table above show that the gender pay gap is smaller in each quartile than the overall figures, consistent with the demographic structure explanation above.

#### Bonus Gap

|       | Mean  | Median |
|-------|-------|--------|
| Bonus | 94.5% | 93.9%  |

The bonus pay gap shows the difference between the average (mean or median) bonuses that relevant male and female employees received, expressed as a % of men's bonuses.

The table above shows our mean and median bonus gap in the 12 month reference period to 5 April 2025.

#### Proportion of employees receiving a bonus:

|       |      |
|-------|------|
| Men   | 0.6% |
| Women | 1.9% |

Our bonus gap is driven by the fact that the main bonuses are only paid to a very limited number of staff principally involved in fundraising or commercial activities, based on performance.

This shows a 1.3% difference in the proportion of men and women who received a bonus for their performance in the reference period in favour of women. We are confident that there is equal opportunity to participate in a bonus, where this is relevant to the particular roles.

The figures used in this report were compiled using the same methodology as the 2024 report and are accurately derived from the April 2025 payroll data.



Simon Cuerden

Director and Governor, Stowe School