



BRYANSTON

Gender Pay Gap Report April 2025

As an employer of more than 250 people, Bryanston School is required by law to report on our Gender Pay Gap and make this information publicly available on our own website as well as to submit our findings to the Government.

The gender pay gap measures the difference between men's and women's average earnings based on an hourly rate and is expressed as a percentage of men's pay.

Our Pay Gap Results – 5th April 2025

Mean gender pay gap = 13.4%

Median gender pay gap = 22.5%

There is no provision for the payment of bonuses at Bryanston, therefore the requirement to report on the proportion of our employees receiving them is not applicable.

The proportion of males and females in each quartile are as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	27.6%	40.8%	42.1%	53.6%
Female	72.4%	59.2%	57.9%	46.4%

Bryanston is committed to ensuring that all staff receive equal pay for equal work regardless of gender.

The pay quartile analysis above highlights that our gender pay gap is more significant in the two lowest two pay quartiles, there is a higher proportion of women in this section of our workforce. The roles within the two lower quartiles are paid at national living wage.

Mary Giles

People Operations Manager

March 2026