

12th February 2026

Mary Hare Gender Pay Gap Report 2025

Mary Hare employs 258 members of staff and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunity.

We value all employees and recognise that the academic achievements of our pupils are dependent on the quality, competence and motivation of our staff. When developing the strategy and policies for the organisation, the Trustees and Executive Team continually aim to respect our staff, to value differences and promote individual development.

We endeavour to ensure all staff are fairly paid and operate an Equal Pay Policy in regard to both the academic and the support staff.

Context

It is important to recognise that equal pay does not necessarily equate to a low gender pay gap.

Equal pay relates to men and women carrying out similar roles and earning the same pay. At Mary Hare, all teachers are paid on the same teaching pay scale which means that there is no distinction in pay between a male or female teacher. Similarly, within the support staff, comparable roles are equally paid, for example, a member of the housekeeping team is paid the same hourly rate as a member of the catering team.

The gender pay gap report shows the difference in average pay between men and women, regardless of the role that they undertake within the school.

78% of our staff are female (79% in 2024) and 22% (21% in 2024) male, fairly consistent across recent years. By virtue of our operations many of our support staff roles are attractive to women as we offer part-time and term-time contracts. While all roles are available to both genders, many of those jobs involving pastoral care for the children and roles that support throughout the school are fulfilled by women.

Information

We have carried out the required calculations and our gender pay gap information is detailed below. The following table shows the breakdown between female and male staff across the four quartiles and in total.

	Female	Male	Total
Lower Quartile	54 (52)	11 (12)	65 (64)
Lower Middle Quartile	54 (55)	11 (9)	65 (64)
Upper Middle Quartile	50 (49)	14 (15)	64 (64)
Upper Quartile	44 (46)	20 (18)	64 (64)
Total	202 (202)	56 (54)	258 (256)

* 2024 figures shown in parenthesis

Gender Pay 2025



* 2024 figures shown in parenthesis

Our median has decreased from 18.53% (2024) to 17.41% and the mean has increased from 13.96% (2024) to 16.40%. This is driven by a decrease of female staff and an increase of male staff in the upper quartile. It also reflects an increase of female staff in the lower, and upper middle quartiles and an increase of male staff in the lower middle quartile.

The mean and median gender pay gap is based on an hourly rate of pay calculated on a snapshot date of all relevant employees as of 5th April 2025, including both full and part time employees. It should be noted that we do not pay bonuses.

The following table shows the mean and median pay gaps by quartile. Each quartile is calculated by ranking pay and then dividing the workforce into four equal parts. At Mary Hare, this equates to 64 employees per quartile.

A positive gap means that the male mean or median is higher than the female equivalent (upper, upper middle and lower).

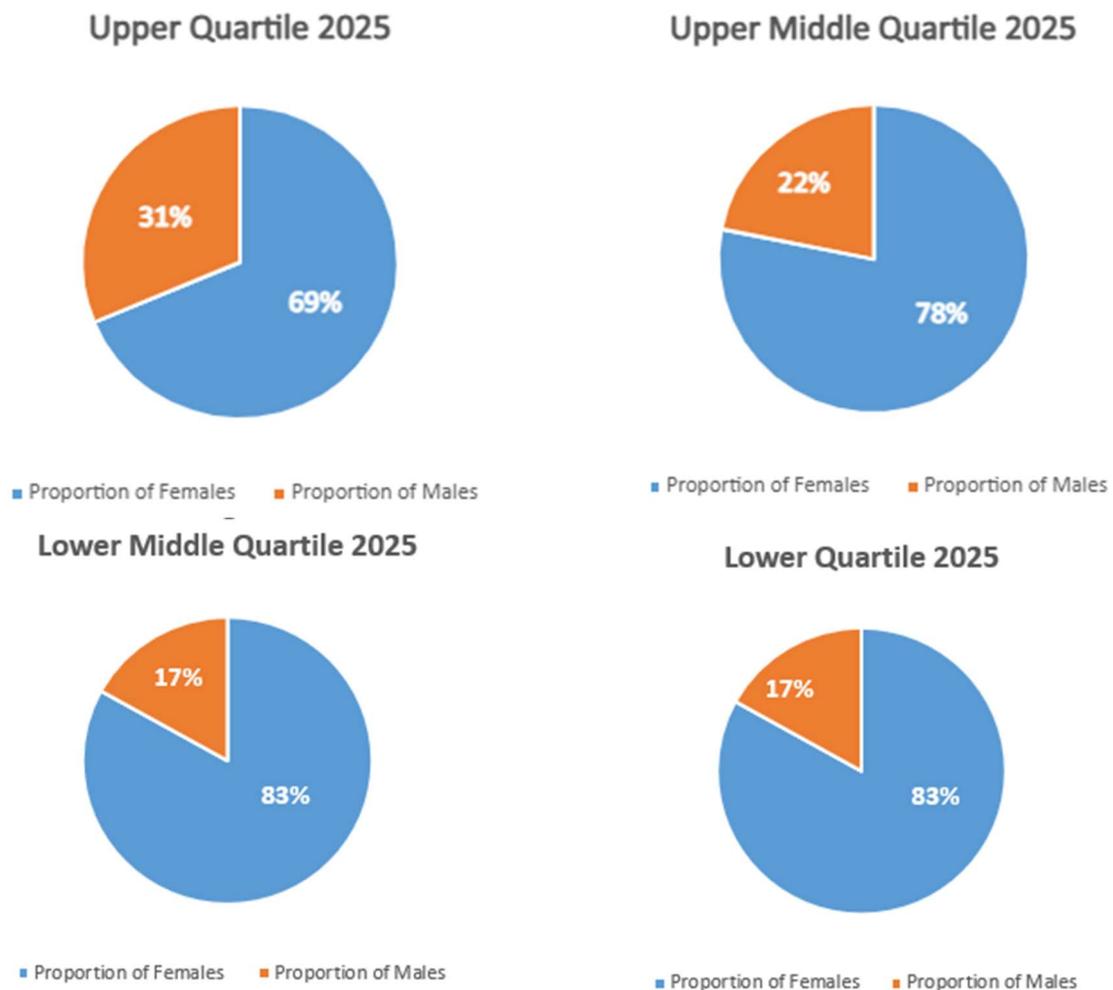
A negative gap means that the female mean or median is higher than the male equivalent (lower middle).

	Mean Pay Gap	Median Pay Gap
Upper Quartile	9.85% (4.86%)	2.61% (-0.56%)
Upper Middle Quartile	6.17% (7.62%)	9.26% (10.57%)
Lower Middle Quartile	-0.17% (-1.96%)	-0.31% (-0.27%)
Lower Quartile	1.92% (0.84%)	1.02% (1.25%)

*2024 figures shown in parenthesis

The upper quartile includes all members of the Executive and Leadership teams. It also includes members of the academic staff, some of whom hold additional management responsibilities such as a Head of Faculty. The gap in the mean of this quartile has been increased to 9.85% from 4.86% in 2024, reflecting the increase in the number of males in a limited number of senior roles in the organisation over the previous year and a reduction in the number of females.

The infographics show the percentage split of women and men in each quartile.



These results have been submitted to the Government Equalities Office in addition to being published on our website. We hereby confirm that the information compiled and provided by Mary Hare's HR team in this report is accurate.



Robin Askew
Principal / CEO



Peter Robson
Chief Operating Officer