



FRAMLINGHAM COLLEGE

Gender Pay Gap Report

2025/26

Framlingham
COLLEGE

WHERE EVERY PUPIL CREATES THEIR OWN STORY

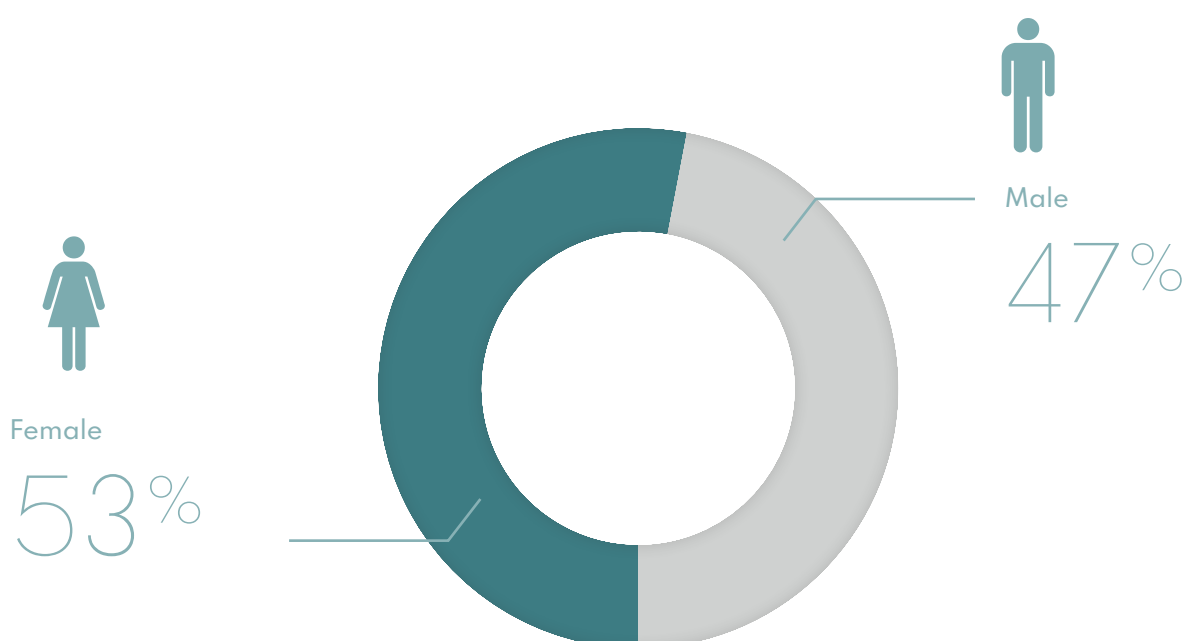
As an employer with more than 250 employees, Framlingham College is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish certain specified salary information.

Key to Terminology

- Mean pay gap (the difference between the mean average men's and mean average women's pay).
- Median pay gap (the difference between the mid-points in the range of men's and women's pay).
- The proportion of men and women paid in each pay quartile.
- Information on bonus payments is also required.

The information to be reported is for salaries paid to staff in the period during which 05 April falls. This report covers information as at 05 April 2025.

Our Figures



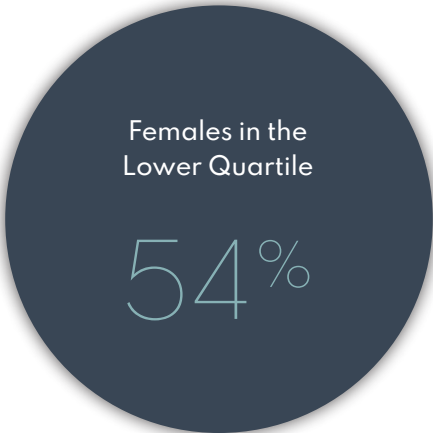
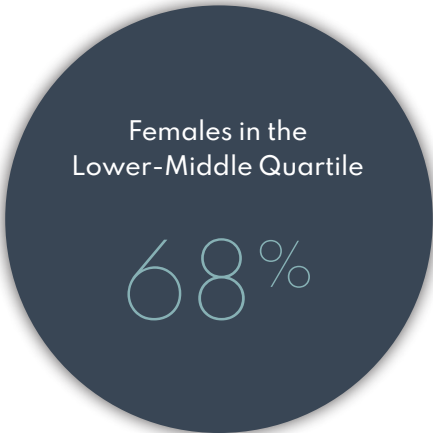
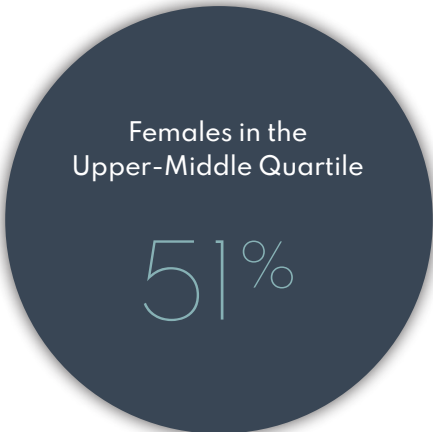
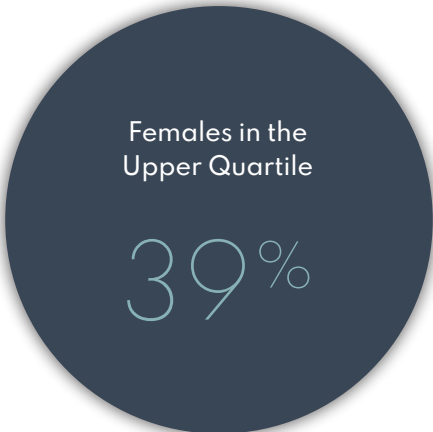
The Mean Pay Gap

14.4%

The Median Pay Gap

25.2%

Pay Quartiles



53% of all staff are female.

Many of the roles in the lower quartile are domestic and catering roles which are predominantly filled by female employees due to the flexibility of schools and term time working. We have a job evaluation scheme and staff pay scales in place to ensure all staff are rewarded at an appropriate level for the work they do.

Our pay gap has increased over the last year, having seen a decrease last year:

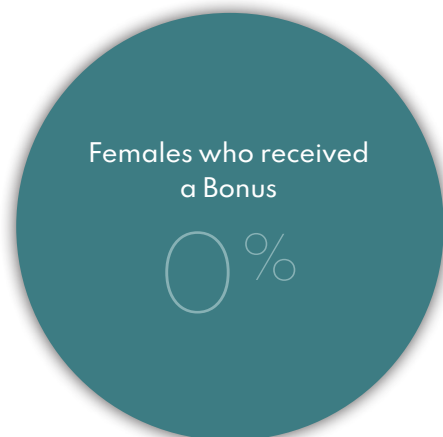
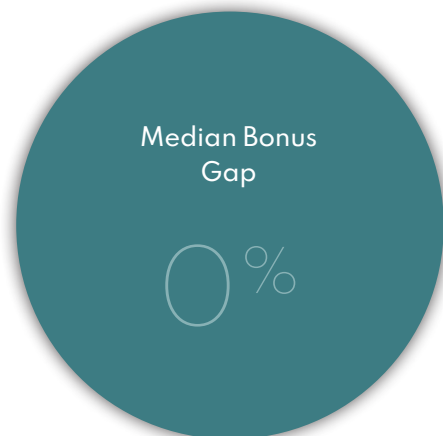
	2022	2023	2024	2025
Mean Pay Gap (%)	16	17.2	9.9	14.4

We have seen an increase in the mean pay gap this year due to the following factors:

- Whilst the percentage of both men and women has stayed the same in the upper quartile, the percentage of women in the upper middle quartile has decreased from 58% to 51%, and men in the upper middle quartile has increased from 42% to 49%.
- The lower middle and lower quartile are still heavily dominated by females, although the balance is nudging towards males in the lower middle quartile.

The pay gap is mainly due to more men in senior positions throughout the school. We now have 53% of College SLT roles held by women, which is an increase of 3% from 2021 and 6% from 2023, but we do have more senior male teachers in the upper quartile currently. The largest female percentage was in the lower middle quartile, which is where many of the administration positions sit, along with the more senior catering and domestic roles.

Bonuses



Framlingham College does not, as a matter of course, award salary bonuses to staff.

On behalf of the Board of Governors I confirm that these figures are accurate.

Signed by appropriate person (Director or Governor)

Sally Wood

DIRECTOR OF PEOPLE, FRAMLINGHAM COLLEGE