

Gender Pay Gap Statement 2025

As an employer with over 250 employees, North London Collegiate School is required to submit a Gender Pay Gap Report by 4 April 2026. The information is available on the school's website and on the government online reporting system and is based on April 2025 data. The data has been signed off by the School Governors.

Please note that the gender pay gap is not the same as equal pay. Equal pay is the requirement that men and women doing the same job, or work of equivalent value, should be paid the same. Overall, gender pay gap reporting plays a crucial role in promoting transparency, accountability, and equality in the workplace. The School will continue to work on strategies to reduce the gender pay gap further.

The results for North London Collegiate School are as follows:

April 2025 mean gender pay gap: **19.4%**

April 2025 median gender pay gap: 26.4%

69.4% of employees are female, and 30.6% of employees are male.

	April 2022			April 2023			April 2024			April 2025		
	All Staff	Teachers	Support	All Staff	Teachers	Support	All Staff	Teachers	Support	All staff	Teachers	Support
Mean Gap	14.4%	1.3%	18.2%	16.3%	2.1%	25.6%	18.8%	2.3%	29.3%	19.4%	4.4%	30.2%
Median Gap	22.1%	0%	12%	23.3%	0%	22%	29.6%	2.3%	29.3%	26.4%	2.5%	27.2%

% Male staff in each quartile												
	April 2022			April 2023			April 2024			April 2025		
	All Staff	Teachers	Support	All Staff	Teachers	Support	All Staff	Teachers	Support	All staff	Teachers	Support
Quartile 1 (lowest paid)	11%	22%	5%	16%	0%	16%	14%	0%	14%	19%	32%	19.4%
Quartile 2 (lower middle)	22%	42%	18%	23%	22%	23%	24%	27%	23%	26%	34%	20%
Quartile 3 (upper middle)	36%	33%	21%	31%	30%	38%	34%	34%	35%	31%	29%	8.3%
Quartile 4 (highest paid)	31%	33%	26%	40%	38%	50%	46%	42%	60%	47%	52%	48.6%
Total % male staff	25.0%	32.6%	17.8%	27.4%	32%	23.1%	34%	37%	30%	30.6%	36.8%	23.9%
Male Staff (number)	74	47	27	87	48	39	92	59	33	90	56	34