GENDER PAY GAP WRITTEN STATEMENT - Ashbridge Independent School and Nurseries

Ashbridge Independent School and Nurseries is committed to providing an equitable, fair, and inclusive workplace where all colleagues can thrive. We recognise the importance of understanding and addressing our gender pay gap, and we remain fully committed to reducing any disparities through transparent reporting, targeted action, and continuous improvement and review. This report is produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our gender pay gap results reflect the structure of our workforce rather than unequal pay for equal work. Men and women at Ashbridge Independent School and Nurseries are paid equally for performing equivalent roles. The gap arises primarily from the high proportion of females across the organisation and the distribution of roles across the organisation, where a higher proportion of women occupy roles within early years education, apprenticeships and support functions.

We continue to take meaningful steps to ensure that all colleagues have equal access to progression, development, and leadership opportunities. Ashbridge Independent School and Nurseries remain committed to fostering a culture where every colleague feels valued, supported, and empowered. We will continue to monitor our data, evaluate our policies, and implement initiatives that promote gender balance across all levels of the organisation.

I confirm that the data presented in this Gender Pay Gap Report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Nazma Ahmed, Director of Human Resources
Ashbridge Independent School and Nurseries
25th September 2026

Our 2026 Gender Pay Gap Report – Snapshot date 5th April 2026
(NB: Bonus pay schedules are n/a)

- ***Pay quartiles:***
  - *Upper pay quarter (highest paid jobs): 10% men, 90% women*
  - *Upper middle pay quarter: 6% men, 94% women*
  - *Lower middle pay quarter: 3% men, 97% women*
  - *Lower pay quarter (lowest paid jobs): 1.5% men, 98.5% women*

- *Mean hourly pay gap: **-15.0%***
- *Median hourly pay gap: **3.3%***

GENDER PAY GAP ACTION PLAN

Key Findings Driving the Action Plan

- Workforce composition is heavily female-dominated (98.5% women in the lowest quartile; 90% women in the highest).
- Mean hourly pay gap is -15.0%, indicating women earn slightly more on average.
- Median hourly pay gap is 3.3%, indicating a small positive gap favouring men.
- Bonus pay is not applicable, simplifying compliance.
- No evidence of unequal pay for equal work; the gap is structural.

Action Plan (Statutory Compliance + Workforce Strategy)

- ***Inclusive recruitment review*** *— Audit job adverts, role descriptions, and selection criteria to ensure gender-neutral language.*
- ***Structured progression pathways*** *— Map clear routes from entry-level to leadership roles, ensuring transparency under Employment Rights Act 2025 fairness provisions.*
- ***Leadership development access*** *— Guarantee equal access to CPD, coaching, and leadership training for all genders.*
- ***Bias-free decision making*** *— Mandatory induction training for managers on unconscious bias & equitable recruitment.*