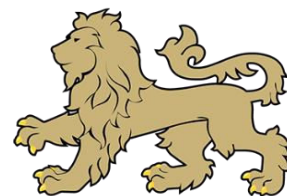




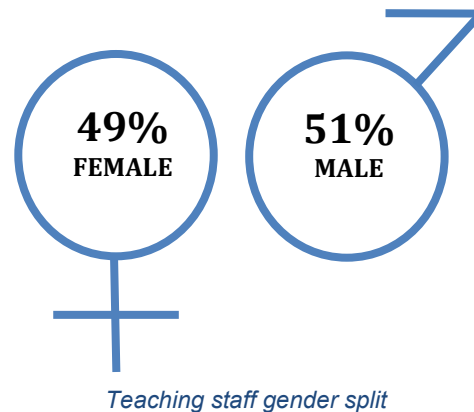
HAMPTON SCHOOL TRUST



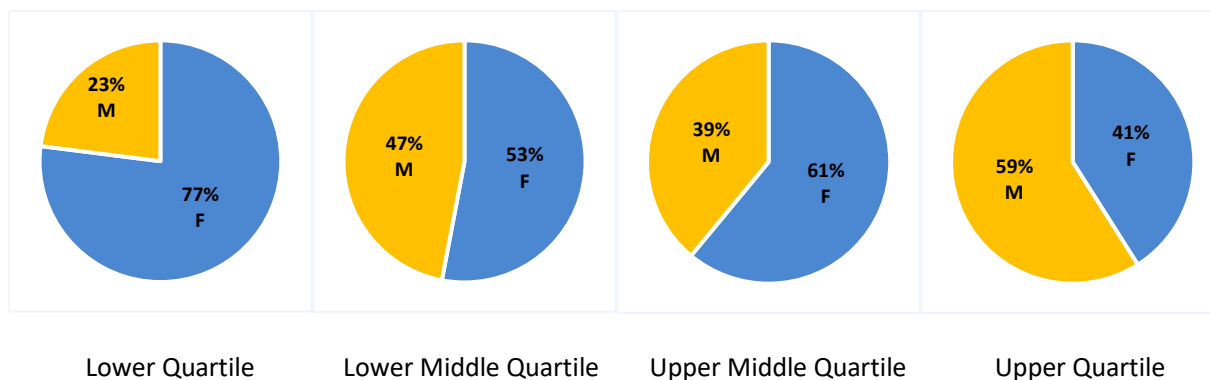
Hampton and Hampton Prep Gender Pay Gap Information (April 2025)

Hampton School takes gender equality and equal pay very seriously indeed. Two of the senior school Deputy Heads are female and many female colleagues have key leadership roles (e.g. as Head of Department or Heads of Year). At Hampton Prep School, three members of the five-person leadership team are female.

When the data was collected on 5 April 2025, 49% of the teaching staff at the School were female. Teaching staff are paid at the appropriate level on the salary scale, with progress on the scale determined by experience and responsibility, irrespective of gender. Support staff are paid either an annual salary or an hourly rate based on their skills, professional qualifications and responsibility. No member of staff at the School received a bonus payment during the reporting year.



The 26.2% mean and 52.0% median gender pay gap shown under government reporting requirements **do not** indicate that males and females at the same level, or who do the same role, are paid differently. Instead, the gap reflects the fact that the School has a large number of employees who work and are paid in varied ways. These roles range from The Headmaster and members of the Senior Leadership Team (SLT), to teaching staff, support staff, cleaners and invigilators. The School recognises that there is a greater number of females in the lower quartile of the pay range (cleaners and invigilators predominantly occupy these roles) and more males in the upper quartile (though more females in the upper middle quartile). This is something that Governors and SLT continue to review regularly and rigorously; the School's recruitment and retention policies are also periodically revised and updated.



The School remains wholly committed to equal treatment of male and female staff upon appointment and throughout their careers with the Hampton School Trust. The Board of Governors, The Headmaster and Bursar have carefully considered how individual pay is set both for new and existing members of staff and they are satisfied that the pay process is fair and is not discriminatory. The School will maintain its approach of ensuring that colleagues receive equal pay for equal work.

If you have any queries about the above information, please contact Mike King (Bursar) or Lisa Craddock (Human Resources Manager) and they will be happy to assist.

Mike King
Bursar and Clerk to the Governors