



MALVERN COLLEGE

Gender Pay Gap Report 2025

In April 2025, Malvern College's Mean Gender Pay Gap was 25.24%, an increase from the 2024 figure of 17.90%, and the Median Gender Pay Gap was 22.42%, an increase from 12.85% in 2024. These movements reflect changes in workforce structure during the reporting year, including shifts in role distribution across the four statutory pay quartiles.

The Pay Quartiles were:

| | Male | Female | Total |
|-----------------------|-------------|---------------|--------------|
| | % | % | % |
| Upper Quartile | 47.69 | 52.31 | 100 |
| Upper Middle Quartile | 36.64 | 63.36 | 100 |
| Lower Middle Quartile | 25.19 | 74.81 | 100 |
| Lower Quartile | 30.00 | 70.00 | 100 |

Commentary:

The 2025 gender pay gap results are driven by changes in the composition of the workforce during the reporting year rather than any change to pay structures, pay progression, or the relative pay of men and women in equivalent roles. The College's approach to setting pay remained consistent throughout the period, and there were no adjustments to pay policy that would have widened the gap.

The main factor influencing the 2025 outcome was growth in lower-paid, female-dominated areas of the workforce, particularly the nursery and part-time support roles. These areas saw an increase in

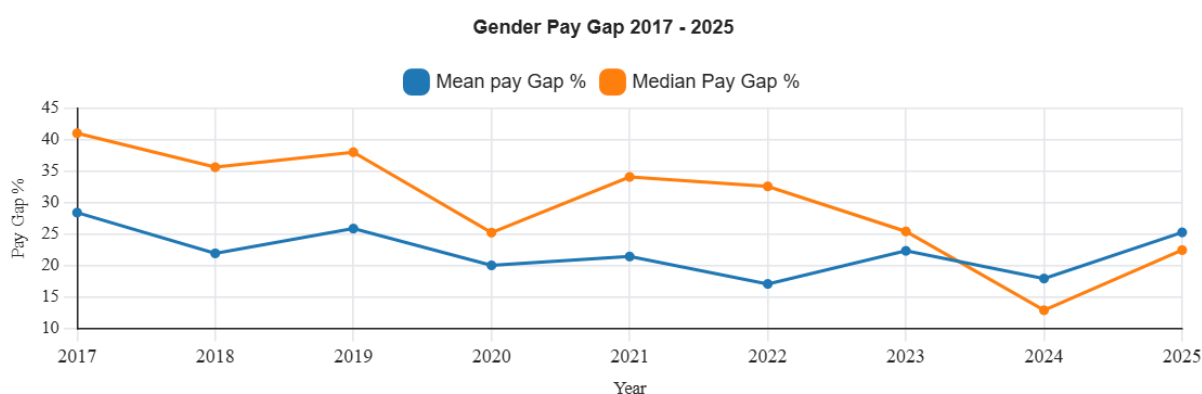
recruitment during the year, resulting in more women entering roles typically positioned in the lower and lower-middle pay quartiles. Additionally, most new starters included in the April 2025 snapshot were women, further increasing the concentration of female employees in these quartiles.

Movements between quartiles also occurred due to natural turnover and the statutory full-pay snapshot rules, which can change which employees are included each year. These factors affected the distribution of employees across the quartiles but did not involve any changes in underlying pay or the creation of additional higher-paid posts.

Overall, the shifts observed in the 2025 gender pay gap reflect changes in workforce structure, particularly the mix of roles and staffing at the snapshot date, rather than differences in pay between men and women. The College remains committed to ensuring fairness and equality through transparent pay processes, inclusive recruitment, regular pay reviews, and continued support for development and flexible working.

Historical Data

Since April 2017, Malvern College’s Gender Pay Gap has shown a general downward trend overall, reflecting long-term structural improvements in workforce composition and pay distribution with a slight increase 2024 to 2025 for the reasons set out above. Over this period, the Mean Gender Pay Gap has reduced from 28.38% in 2017 to 25.24% in 2025, and the Median Gender Pay Gap has fallen from 41% in 2017 to 22.42% in 2025.



| Year | Mean Pay Gap % | Median Pay Gap % |
|-------------|----------------|------------------|
| 2017 | 28.38 | 41 |
| 2018 | 21.9 | 35.6 |
| 2019 | 25.84 | 37.99 |
| 2020 | 19.99 | 25.2 |
| 2021 | 21.4 | 34.06 |

| | | |
|-------------|-------|-------|
| 2022 | 17.04 | 32.55 |
| 2023 | 22.3 | 25.39 |
| 2024 | 17.9 | 12.85 |
| 2025 | 25.24 | 22.42 |