



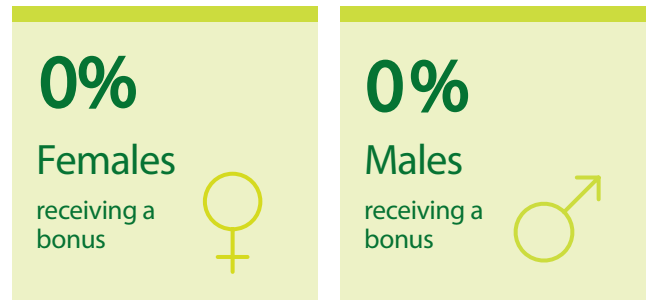
The Latymer Foundation at Hammersmith is committed to the principles of equal opportunity, diversity and inclusion. We seek to attract and retain the very best staff, ensuring that our staff body reflects the diversity within both our student and local community.

This report presents the gender pay gap for staff employed by the Foundation (Latymer Upper and Prep School) at the “snapshot” date of 5th April 2025. Of the 377 staff whose pay data is included within this report, 44% were male and 56% female. This includes staff working on both a full and part-time basis, across both Teaching and Support staff.

Gender pay and bonus gap (all staff)

Difference between men and woman	Mean average	Median middle
Gender Pay Gap	1.4%	8.5%
Gender Bonus Gap	0%	0%

Proportion of employees receiving a bonus



Pay quartiles

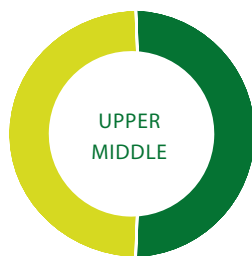


54%

FEMALE

46%

MALE

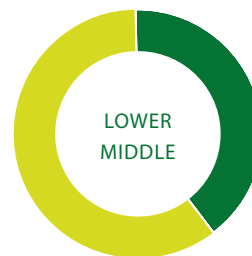


50%

FEMALE

50%

MALE

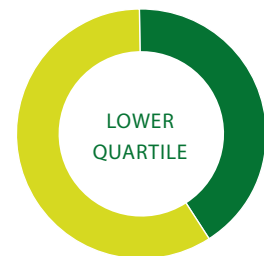


61%

FEMALE

39%

MALE



59%

FEMALE

41%

MALE

Our median gender pay gap is 8.5%. The Gender Pay Gap is an equality measure and demonstrates the difference in average earnings across all male and female employees, regardless of role or seniority. It is a measure of gender balance. This is distinct from equal pay, the purpose of which is to ensure that men and women are paid the same for carrying out work of equal value.

Since 2024 we have seen a decrease in our mean GPG from 3.8% to 1.4% and a decrease in our median GPG from 13.3% to 8.5%. The median figure is seen as the more accurate and reliable measure of progress. To better understand our data, we have conducted a further and more detailed analysis of the data, comparing figures for teaching and support staff.

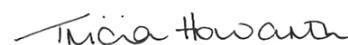
Staff Group	Median	Mean
Teaching	-3.7 %	-4.2 %
Support	-6.9 %	-13.7 %

When the GPG data is analysed and reported individually, the mean and median figures for both groups of staff become negative. Whilst the median GPG for support staff has slightly increased, the remaining GPG data shows improvement on the data published in 2024. However, we are not complacent and fully recognise that there is still more we need to do. Our focus on further reducing gender pay remains a strategic priority

Our continued commitment and actions include:

- Having a member of the Senior Leadership Team responsible for monitoring and reporting on diversity within the organisation;
- Having a fully representative staff Equality and Diversity Board to challenge and drive forward positive change;
- Recruitment:
 - All shortlisting and interview panels include a member of the HR team;
 - All those involved in recruitment decisions receive equality and diversity training;
 - Recruitment shortlists are reviewed to ensure provision of a suitably diverse and gender balanced candidate base;
 - Using skill-based assessment tasks in recruitment and selection;
 - Adopting a structured approach to recruitment and selection;
 - Analysing and reporting annual recruitment data;
- Promoting flexibility in the workplace through a suite of policies that offer flexible working, enhanced pay for family leave and career breaks to all our staff;
- Actively seeking both candidate and employee feedback on areas of workplace culture and employment practice; identifying areas for future focus and improvement;
- Continuing to monitor and actively respond to our GPG data.

I confirm that the information published here is accurate and endorsed by the Governors of the Foundation.



Tricia Howarth, Director of Human Resources