Blossom House School

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Blossom House School Gender Pay Gap Report Snapshot April 2025

This report contains the information that Blossom House School is required to provide relating to its gender pay gap. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The gender pay gap does not show differences in pay for comparable jobs, I am confident that the School pays all staff equal pay for equal work.

What must we report on?

- Percentage of men and women in each hourly pay quarter
- Mean (average) gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Percentage of men and women receiving bonus pay
- Mean (average) gender pay gap using bonus pay
- Median gender pay gap using bonus pay

Hourly pay quartiles

Pay quartiles are calculated by dividing all employees in an organisation into four even groups according to their level of pay (quartile 4 being the lowest and quartile 1 being the highest).

Quartiles 2024/25	Male %	Female %
Quartile 1	**17.3%**	**82.7%**
Quartile 2	**9.3%**	**90.7%**
Quartile 3	**20.0%**	**80.0%**
Quartile 4	**23.7%**	**76.3%**
Total Relevant Employees	**17.6%**	**82.4%**

Hourly pay gap

	Blossom House 2025	Blossom House 2024	Blossom House 2023	UK figure (ONS 2025)[1]
Mean hourly pay	-2.9%	0.6%	2.9%	13.4%
Median hourly pay	-14.4%	-12.6%	-16.1%	12.8%

[1] Gender pay gap - Office for National Statistics provisional edition accessed 06/03/2026

Bonus pay gap

	Male	Female	**% Received**
% Receiving Bonus 2024/25	85.7%	85.9%	**-0.2%**

	2025	**2024**	**2023**
Mean bonus paid	1.9%	15.5%	7%
Median bonus paid	0.7%	7%	-9.7%

Comments
With regards bonuses, if an employee joins or leaves part way through the year the bonus is pro-rata. New starters in September do not receive a bonus until August.

I confirm the data has been accurately calculated in line with Gender Pay Gap Legislation.

Signed:



Principal
Blossom House School

Date: 09/03/2026