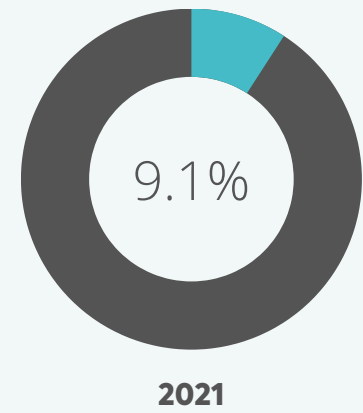


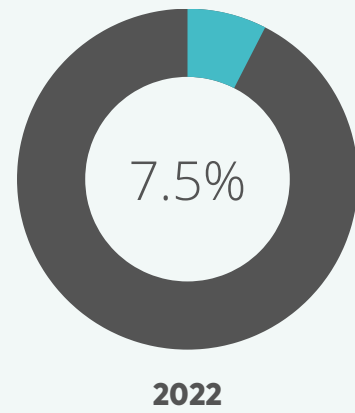
# Disability Pay Gap



All employees  
(excluding teachers)  
9.13% (in favour of disabled employees)

---

Teachers  
6.93% (in favour of non-disabled employees)



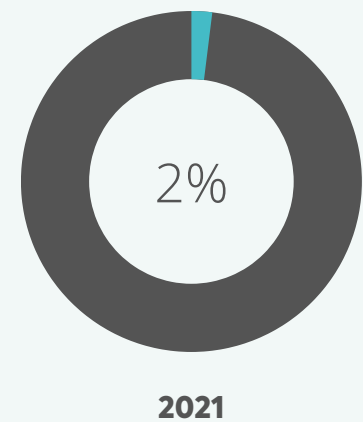
All employees  
(excluding teachers)  
7.53% (in favour of disabled)

---

Teachers  
10.51% (in favour of non-disabled)

Please note, 2021 was the first time we recorded information for this pay gap

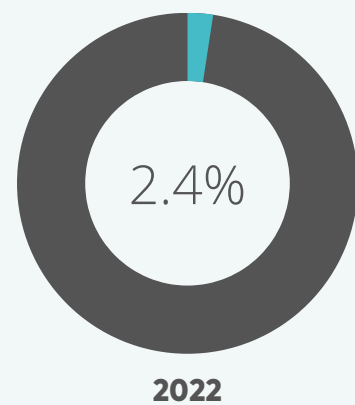
# Ethnicity Pay Gap



All employees  
(excluding teachers)  
1.96% (in favour of white employees)

---

Teachers  
5.54% (in favour of white employees)



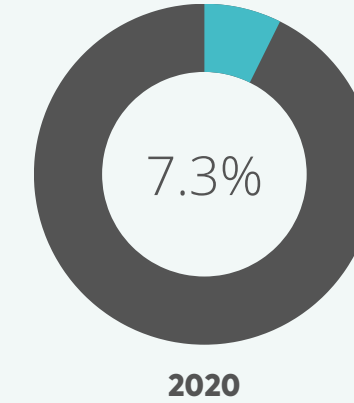
All employees  
(excluding teachers)  
2.41% (in favour of white employees)

---

Teachers  
6.5% (in favour of white employees)

Please note, 2021 was the first time we recorded information for this pay gap

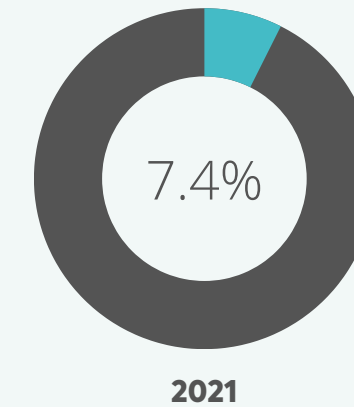
# Gender Pay Gap



All employees  
(excluding teachers)  
7.32% (in favour of men)

---

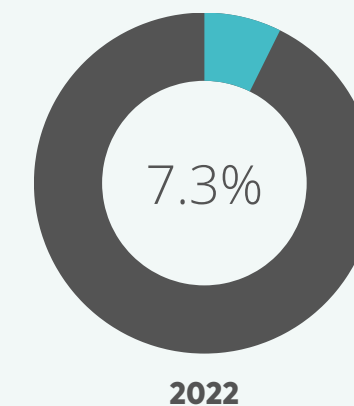
Teachers  
2.35% (in favour of men)



All employees  
(excluding teachers)  
7.42% (in favour of men)

---

Teachers  
1.86% (in favour of men)



All employees  
(excluding teachers)  
7.03% (in favour of men)

---

Teachers  
1.62% (in favour of men)