Gender pay gap report - April 2025 (Reported March 2026)

The United Westminster & Grey Coat Foundation

As an employer with over 250 employees, The United Westminster & Grey Coat Foundation (UWGCF) is pleased to publish its gender pay report for 2025. The data below represent aggregated information from four elements of the organisation (Head Office, Emanuel School, Queen Anne's School and Sutton Valence School) as they combine to form a single employer.

In line with the regulations, this report includes the difference between the mean and median hourly rates of pay for male and female employees. It also includes the proportions of male and female employees in each of four equal pay quartiles.

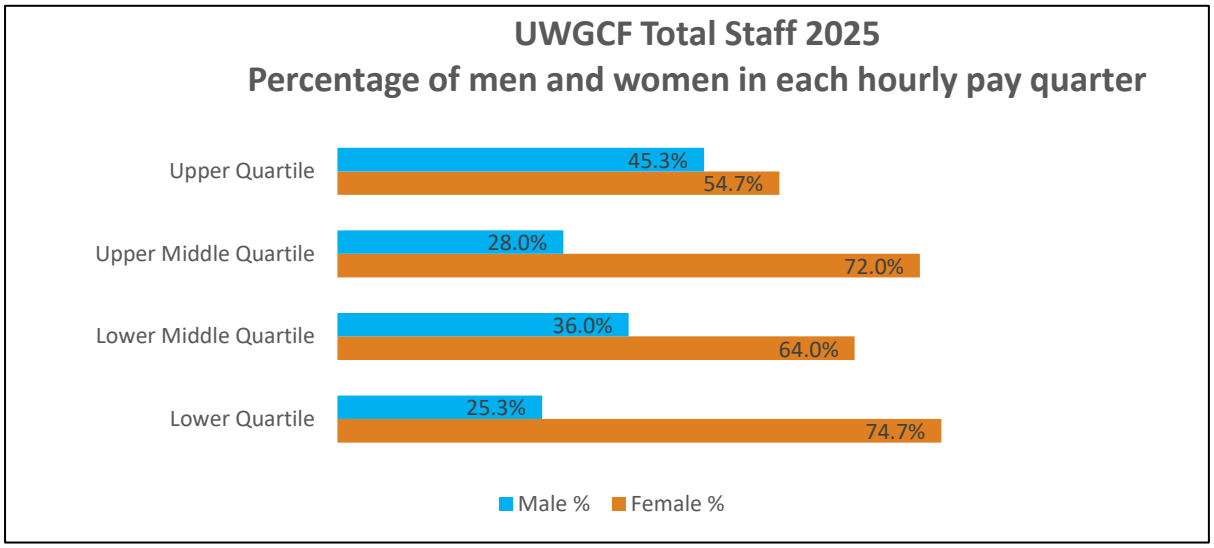
The key results are as follows:

Mean gender pay gap: 14.9% (2024: 16.8%)

Median gender pay gap: 15.0% (2024: 19.3%)

For comparison, the current national median gender pay gap is 6.9%.

Proportions of male and female employees in each quartile are as follows:



UWGCF is committed to ensuring that staff in each area of the organisation are treated fairly.

The published data above are required to combine the information from the four elements of UWGCF. The detail for the schools and their pay arrangements, staffing structures and labour markets will be considered by each relevant governing body to ensure that recruitment, selection, promotion and progression processes work to reduce the pay gap where possible.