



Portobello Institute Gender Pay Gap Report

Reporting Year: 2025 (Snapshot Date: 30 June 2025)

Date of Publication: 30 November 2025

1. Introduction

This report has been prepared by Portobello School Limited (trading as Portobello Institute) in compliance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act (Gender Pay Gap Information) Regulations 2022. The report sets out the required gender pay gap information for the organisation based on data captured on the snapshot date of 30 June 2025.

2. Gender Pay Gap Metrics

The following information is reported as required under the Regulations. All figures are expressed as percentages (%).

- Mean gender pay gap: **4%**
- Median gender pay gap: **-2%**
- Mean gender bonus gap: **Not Applicable***
- Median gender bonus gap: **Not Applicable***
- Proportion of male employees receiving a bonus payment: **0%**
- Proportion of female employees receiving a bonus payment: **7%**
- Proportion of male employees receiving benefits in kind: **0%**
- Proportion of female employees receiving benefits in kind: **0%**

* Only roles allied to sales are eligible for discretionary bonus payments. In the 12-month period under review there were no male employees eligible for a bonus payment, so it is not possible to calculate a gap percentage.

3. Proportion of Males and Females in Each Quartile Pay Band

Upper Quartile (Highest Paid): **Male 26%/Female 74%**

Upper Middle Quartile: **Male 33%/Female 67%**

Lower Middle Quartile: **Male 26%/Female 74%**

Lower Quartile (Lowest Paid): **Male 25%/Female 75%**

(Note that the split across all levels is 28% male, 72% female.)

4. Narrative Explanation

Portobello's mean gender pay gap is 4% whilst the median pays gap is -2%. i.e. the median wage is higher for female employees than for males. In the period under review, there were 76 female employees and 31 male employees (many of these would have been short term/part time). The rates for most of our tutors are within a very close range of each other but the fact that there are significantly more females employed by the college in and around this range drives down our overall mean number for females. The median (which represents the typical employee) shows that female pay is slightly higher at the midpoint, and this would be expected given the strong female representation in senior management.

The college management are of the view that although there is a 4% gap in the period under review, that this is driven by the averaging of a significantly higher number of female employees rather than any discriminatory or disadvantageous payments to our female employees. Consequently, we do not believe it is necessary for the college to implement a remediation plan to reduce this gap.



5. Publication

This Gender Pay Gap Report has been published on the Portobello Institute website in accordance with the Gender Pay Gap Information Act 2021 and will remain accessible to employees and the public for a period of three years.