



KING'S TAUNTON GENDER PAY GAP REPORT – APRIL 2022

Employee funnel

Our results are based on 314 relevant employees from a headcount of 316 where one woman, and one man were not present for the snapshot date of 5 April 2022. These relevant employees are used to inform the gender bonus gap figures. A further 5 employees, 3 women and 2 men, were discounted from this group because they received less than their normal pay due to reasons of leave (long-term sick, maternity, paternity).

Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay Gap	2022	2021
Mean	17.7% ↑ 3.8%	13.9%
Median	35.6% ↑ 11.9%	23.7%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2022 snapshot date.

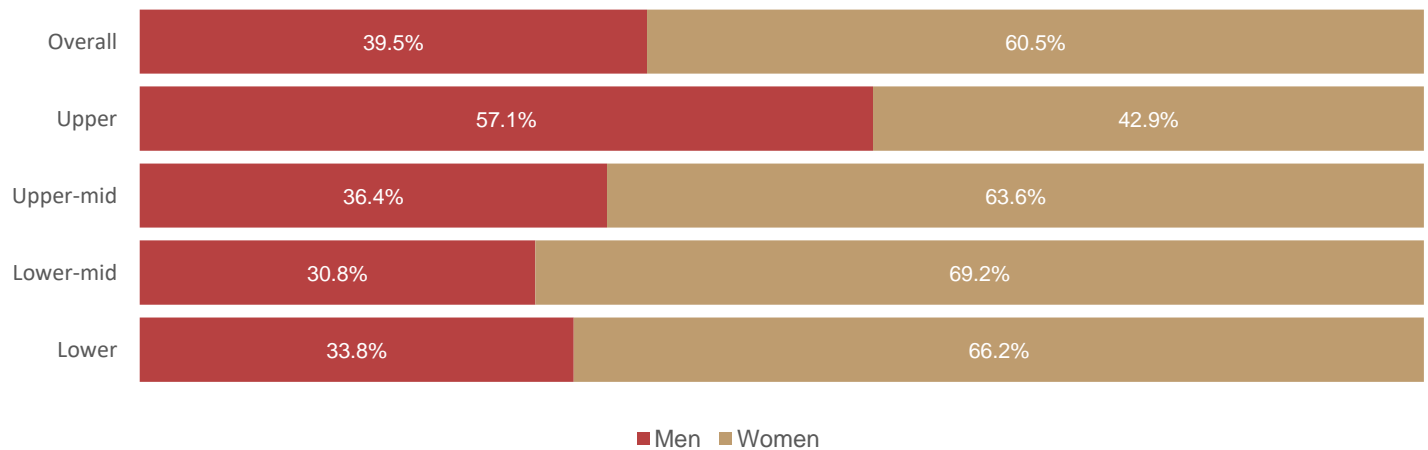
Bonuses paid	2022	2021
Men	76.6% ↑ 74.9%	1.7 %
Women	78.9 % ↑ 76.2%	2.7 %

Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5 April 2021.

Bonus Gap	2022	2021
Mean	6.2 % ↑ 212.4%	-196.2 %
Median	0.00% ↑ 34.7%	-34.7 %

Distribution of employees across the pay range



Commentary

King's is an equal opportunities employer which is committed to ensuring that all staff receive equal pay for equal work regardless of gender, ethnicity, disability, or other unique characteristic. Gender pay gap analysis is an important tool which allows us to continually assess our fairness and if there are any areas for improvement.

The Gender Pay Gap Report provides a snapshot of the gender pay balance as at 5th April 2022, by measuring the difference between the average earnings of all male and female employees.

It is disappointing to see our mean and median pay gap has increased. Like many other Independent Boarding Schools, we have a high number of women in support roles which fall within our lower and lower-mid pay ranges; this unfortunately creates

a male to female pay gap. We have also implemented a support staff salary sacrifice pension scheme within the last year which has unfortunately lowered some of the hourly rates (for the purposes of this report) of our lower paid staff; although not their overall package. Currently, we have a higher number of males within our Senior Management team which creates an over representation of men within our upper quarter; unfortunately, this also contributes to our Gender Pay Gap.

When breaking down into Curricular and Support Staff the median gap reduces significantly - however, it is not possible to break down Senior Management into those sections. For Curricular Staff (including coaches and academic support) the Median Gender Pay Gap is 10.36% and, with Senior Management included, 12.42%. For Support Staff it is 1.3% and, with Senior Management included, 6.85%. These figures, although still requiring work, show a significantly reduced gap from those in the overall figures due to statistical differences of the current gender breakdown within the schools.

There was a significant increase in 'bonuses' during the reporting period. This was the same amount Christmas bonus – awarded by the Governors - for all full-time staff (pro rata for part time) which accompanied a Christmas hamper for all. This was a thank you for all the hard work through the difficult Covid years.

King's works hard to ensure our recruitment process is fair and transparent; we recruit the right people for the job, regardless of gender. We are proud to pay the Real Living Wage to nearly all our lowest paid staff and we continually evaluate and benchmark all our roles to ensure that pay is competitive, fair, consistent and free from bias.

Confirmation statement

I confirm that the information published here is accurate:

Signature: 

Job Title: Director of Finance and Operations

Date: 16 March 2023