



King's College TAUNTON

KING'S TAUNTON GENDER PAY GAP REPORT - APRIL 2025

Employee funnel

Our results are based on 321 employees who were present for the snapshot date of 5 April 2025. These relevant employees are used to inform the gender bonus gap figures. A further 7 female employees were discounted from this group because they received less than their normal pay due to reasons of leave (long-term sick, maternity). This left us with 126 male and 188 female, full-pay relevant employees.

Gender pay gap

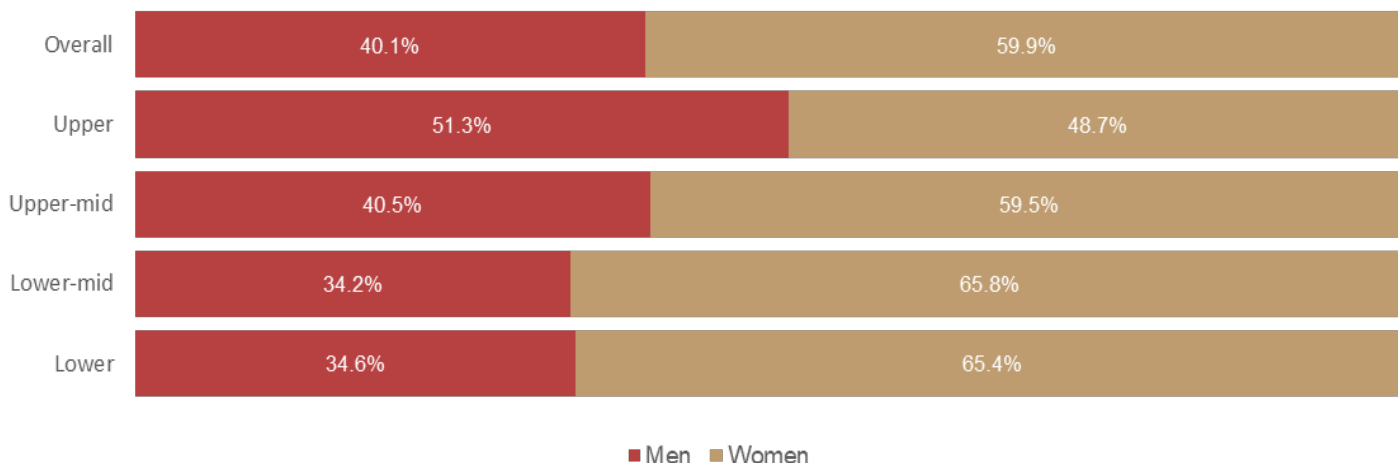
This table shows the mean and median percentage differences between the hourly rates paid to each gender.

Pay Gap	2025
Mean	13.4%
Median	24.0%

Gender bonus gap

We did not pay any bonuses during the 12-month period to 5 April 2025.

Distribution of employees across the pay range



Commentary

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

This Gender Pay Gap Report provides a snapshot of average pay as at 5 April 2025 and sets out the difference in mean and median hourly earnings between male and female employees.

Our median pay gap has remained broadly the same as last year, although our mean pay gap has unfortunately increased. While it is encouraging to see an increased female presence in our upper quartile this year, there are still more men in this quartile, which continues to influence the overall pay gap. As with many Independent Boarding Schools, we also have a high number of women working in support roles that fall within the lower and lower-mid pay ranges, which contributes to the male-female pay gap.

King's works hard to ensure our recruitment process is fair and transparent; we appoint the right person for the role, regardless of gender. We continually evaluate and benchmark our roles to ensure that pay remains competitive, fair, consistent, and free from bias.

Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title: Bursar

Date: 23/03/2026