



King's Schools Taunton Limited

Gender pay gap report

2020/21

Supporting statement

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 if there are any areas for improvement.

We are pleased to see that that mean gender pay gap has decreased again but disappointing with the median figure. These and other areas remain a work in progress.

We have a good representation of men and women in management positions across our schools and are confident that women and men are paid equally for doing equivalent jobs. Our recruitment process is unbiased and transparent; we recruit the right people for the right job, regardless of gender. The schools are committed to ensuring women and men are given equal opportunities to progress into senior roles to provide the very best staff for the children. We consistently aim to ensure that King's Schools remains a fair place to work and that we pass on this ethos to our pupils.

I confirm that the information published in this report is, to the best of my ability, accurate:

Simon Worthy
Director of Finance and Operations

Gender pay gap

This is the difference in adjusted hourly rates between men and women; adjusted hourly rates include elements of ordinary pay plus any bonus payments received in the same month's payroll. These adjusted hourly rates are shown as the middle (median) and the average (mean) values:

Type of pay gap	King's Schools Taunton Limited
Median gender pay gap	31.9%
Mean gender pay gap	16.7%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £0.68. As boarding schools, we seem to have a relatively high proportion of women in support roles who are paid at lower rates than our teaching staff and this has the effect of creating a male to female pay gap in the statistics.

Pay quarters

This shows the proportion of men and women throughout the organisation and then in each quarter of the hourly pay range. These quarters group the hourly rates from lowest (Lower) to highest paid (Upper) employees.

Overall representation



Upper



Upper Middle



Lower Middle



Lower



■ Men ■ Women □ Men over-represented □ Women over-represented

Gender bonus gap

This is the average difference in bonus payments made during the period 06 Apr 2019 to the 05 Apr 2020. Once again, the median and mean values are shown:

Type of pay gap	King's Schools Taunton Limited
Median gender bonus gap	-100.0%
Mean gender bonus gap	-36.2%

Using the median figure means that for every £1 that the middle man earns, the middle woman earns £2.00.

Bonus payment ratio

These are the proportions of men and women who received bonuses during the previous financial year to 05 Apr 2020:

Gender	King's Schools Taunton Limited
Male employees	3.3%
Female employees	1.5%

Closing statement

The decision to increase our minimum wage to the Living Wage Foundation's Real Living Wage as at September each Year has been a positive step forward and continues to be a warmly received move. We are currently again reviewing our recruitment processes to ensure we are proactive in continuing to ensure our appointment processes are fair regardless of gender, ethnicity, disability or other unique characteristic.