The King’s School, Canterbury is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

- The mean gender pay gap for The King’s School is 20.2% - (2017:20.38%)
- The median gender pay gap for The King’s School is 23.1% - (2017:21.18%)
- The mean gender bonus gap for The King’s School is 32.8% - (2017:17.44%)
- The median gender bonus gap for The King’s School is 0% (No difference in result)
- The proportion of male employees in The King’s School receiving a bonus is 50.8% (2017:57%) and the proportion of female employees receiving a bonus is 49.2% (2017:43%).

Pay quartiles by gender

<table>
<thead>
<tr>
<th>Band</th>
<th>Males</th>
<th>Females</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>17.2% (2017:21%)</td>
<td>82.8% (2017:79%)</td>
<td>Includes all employees whose standard hourly rate places them at or below the lower quartile</td>
</tr>
<tr>
<td>B</td>
<td>48.2% (2017:47%)</td>
<td>51.8% (2017:53%)</td>
<td>Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median</td>
</tr>
<tr>
<td>C</td>
<td>43.1% (2017:45%)</td>
<td>56.9% (2017:55%)</td>
<td>Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile</td>
</tr>
<tr>
<td>D</td>
<td>51.3% (2017:54%)</td>
<td>48.7% (2017:46%)</td>
<td>Includes all employees whose standard hourly rate places them above the upper quartile</td>
</tr>
</tbody>
</table>

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The pay quartiles by gender table shows the King’s Schools workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper...
In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band.

**What are the underlying causes of King's gender pay gap?**

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The King's School is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability (please see the School's Equal Opportunities Policy). It works hard to ensure it pays employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

**April 2018 Results Analysed**

As reported last year, we as a School are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the pay gap is the result of the proportion of females versus males currently employed across the lower quartiles, specifically quartile one.

While the School is pleased that our GPG has reduced, a reduction of 0.2% is not at a satisfactory level and it is clear more needs to be done to help reduce the current mean GPG of 20.2%.

The overall reduction can be explained by the fact that the number of females working in the higher placed third and fourth quartiles have increased by 1.9% and 2.7% respectively. While these statistics are pleasing, these increases have been offset by the larger increase of females being employed in quartile one which has increased by 3.9%, therefore impacting the level of the overall mean reduction.

**What is King's doing to address its gender pay gap?**

While the King's School believes there is clear statistical evidence to explain the results of its gender pay gap, it is not a subject about which the School is complacent, and it is committed to doing everything that it can to reduce the gap.
However, the School also recognises that its scope to act is limited in some areas - it has, for example, very little direct control over who applies for what roles in the School or the career choices of current or future employees.

Last year we outlined the need to review the School’s flexible working policy to ensure it replicates the School’s ethos of recognising the benefit that flexible working opportunities can provide in attracting both working parents and carers.

Following the latest set of results, the School is committed to ensuring that the topic of GPGR is discussed in an open and transparent way across the School. In order to achieve this, the School is keen to establish a new working group:

- A professional women’s networking group

The purpose of the professional women’s networking group is to offer support and advice to women in the organisation and to provide a network for women to discuss and share their own experiences, knowledge and issues important to them, in a safe and positive environment.

Once established it is hoped that possible mentoring and sponsoring opportunities may arise for participants who are keen to advance their professional careers at King’s. The group will have a steering group to provide oversight and direction for the group. They will also provide regular constructive feed-back to Senior Management on the ideas and thoughts surrounding the GPG and other important topics.

I, Mark Taylor, Bursar, confirm that the information in this statement is accurate.

Signed: [Signature]

Date: 26/03/19