

**The King's School, Canterbury is required by law to publish an annual Gender Pay Gap Report (GPGR)**

**Below is the report for the snapshot date of 5 April 2021.**

- The mean gender pay gap for The King's School is 19.4% (2020: 17.2%)
- The median gender pay gap for The King's School is 17.25% (2020: 19.9%)
- The mean gender bonus gap for The King's School is 0% (2020: 6.59%)
- The median gender bonus gap for The King's School is 0% (2020: 130.7%)
- The proportion of male employees in The King's School receiving a bonus is 0% (2020: 28.6%) and the proportion of female employees receiving a bonus is 0% (2020: 12.65%).

**Pay quartiles by gender**

<b>Band</b>	<b>Male</b>	<b>Female</b>	<b>Description</b>
A	24.02% (2020: 29.02%)	75.98% (2020: 70.98%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	41.34% (2020: 35%)	58.66% (2020: 65%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	43.02% (2020: 40.36%)	56.98% (2020: 59.64%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	43.89% (2020: 49.33%)	56.11% (2020: 50.67%)	Includes all employees whose standard hourly rate places them above the upper quartile

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 School 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 quartile). 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.

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). King's 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).

### **Covid**

The 2020/21 financial year was a furlough year and furlough payments have significantly impacted this year's financial calculations. An increased number of employees have not been classed as FPRE (Full Pay Relevant Employees) at the snapshot reporting date of 5<sup>th</sup> April 2021. This is because certain groups of employees were flexibly furloughed on this reporting date. The groups of staff most affected by this are peripatetic music teachers and certain groups of Recreation Centre staff. The redundancies that took place in August 2020 have slightly altered the make-up of the school's workforce and have also impacted the overall quartile results this year.

### **Mean Gender Pay Gap**

The Mean GPG has increased, it is however worth noting that this is the calculation that is always weighted by the inclusion of bonus payments. This reporting year is the first time that Bonus payments have not been included, as none were paid. This has therefore changed the results of this calculation.

### **Median Gender Pay Gap**

Despite everything that has been stated above, the overall Median pay gap still reduced for the third consecutive year which is a notable achievement.

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

Signed:



Date:

4<sup>th</sup> April 2022