

Gender Pay Gap Report 2023

The King's School, in accordance with the Equality Act (2010), is required to publish information to demonstrate how large the pay gap is between our male and female employees.

Snapshot Date 5th April 2023



863 employees are included in the full pay data set.
 This is 544 (63.03%) female and 319 (36.96%) male.

■ Male
 ■ Female

Gender Pay Gap

The gender pay gap is defined as the difference between the mean (average) or median (actual mid point) hourly rate of pay of male and female employees.

Mean	Median
14.52%	20.05%

Overall, female employees receive lower pay than male employees. However, the mean and median rates have decreased respectively from 16.19% (mean) and 28.09% (median) in 2022.

Bonus Gap

Mean	Median
3.49%	0.00%

The bonus gap has increased from 2022 when no bonus payments were made.

Quartile Distribution

Quartile	% of Employees	
	Male	Female
Upper Quartile	48.61%	51.39%
Upper Middle Quartile	40.74%	59.26%
Lower Middle Quartile	45.58%	54.42%
Lower Quartile	12.96%	87.04%

Conclusion

The King's School employs more female than male employees and more women in every quartile. The school workforce comprises a wide variety of roles including leaders, teachers, administration and extensive support staff functions. The range of pay reflects the many and varied roles in the school.

Females are disproportionately represented in the lower quartile. This is a structural issue due to the high proportion of part time and term time only roles and is seen across the Education sector as a whole. While, this is a key reason for the pay gap the school does have a significant number of women employed in senior positions across the school.

The school has in place standardised pay scales for teachers and some groups of support staff. For other positions, salaries are benchmarked to ensure that equal pay for work of equal value is awarded consistently.

The King's School is committed to inclusion, diversity and equality of opportunity in recruitment, in addition to fair and equitable development, progression and reward of its employees.

Mark Taylor
Bursar

