



King's College TAUNTON

KING'S TAUNTON GENDER PAY GAP REPORT – APRIL 2023

Employee funnel

Our results are based on 326 employees who were present for the snapshot date of 5 April 2023. These relevant employees are used to inform the gender bonus gap figures. A further 6 employees, 5 women and 1 man, were discounted from this group because they received less than their normal pay due to reasons of leave (long-term sick, maternity, paternity). This left us with 131 male and 189 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	2023	2022
Mean	15.2% ↓ 2.5%	17.7%
Median	31.0% ↓ 4.6%	35.6%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2023 snapshot date.

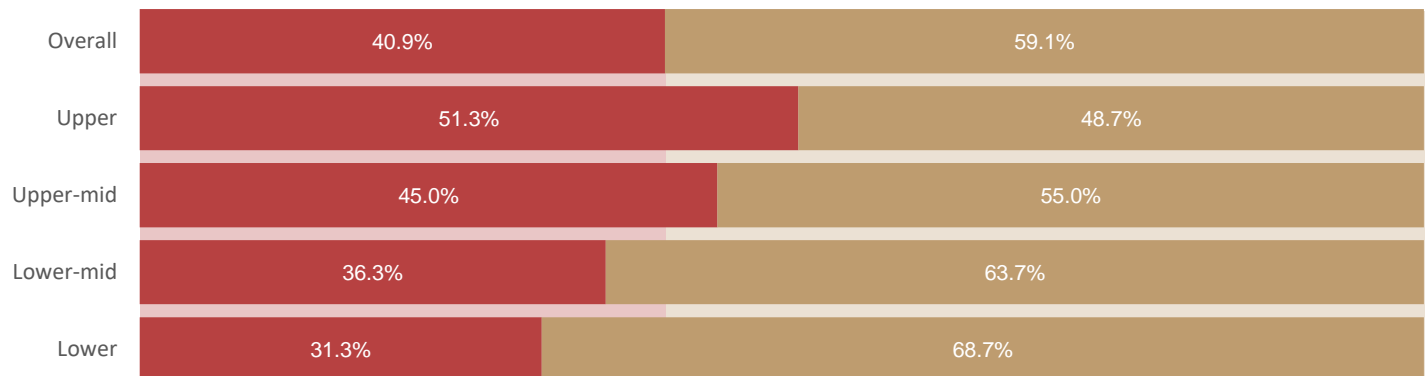
Bonuses paid	2023	2022
Men	4.5%	76.6%
Women	Nil	78.9%

Gender bonus gap

We do not have a bonus gap in the preceding 12 months to the 5 April 2023 because only a small group of men received bonus payments during this timeframe.

Bonus Gap	2023	2022
Mean	No Data	6.2%
Median	No Data	0.0%

Distribution of employees across the pay range



■ Men ■ Women

Commentary

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 our fairness and if there are any areas for improvement.

The Gender Pay Gap Report provides a snapshot of the gender pay balance as at 5th April 2023, by measuring the difference between the average earnings of all male and female employees.

It is encouraging to see our mean and median pay gap has decreased due to an increased female presence in our upper quarter. Like many other Independent Boarding Schools, we have a high number of women in support roles which fall within our lower and lower-mid pay ranges; this unfortunately creates a male to female pay gap. Currently, we have a higher number of males within our Senior Management team, whilst this has improved slightly we still have an over representation of men within our upper quarter; unfortunately, this contributes to our Gender Pay Gap.

King's works hard to ensure our recruitment process is fair and transparent; we recruit the right people for the job, regardless of gender. We are proud to pay the Real Living Wage to nearly all our lowest paid staff and we continually evaluate and benchmark all our roles to ensure that pay is competitive, fair, consistent and free from bias.

Confirmation statement

I confirm that the information published here is accurate:

Signature:



Job Title:

Director of Finance & Operations

Date: 21/02/2024