



# King's College TAUNTON

## KING'S TAUNTON GENDER PAY GAP REPORT – APRIL 2024

### Employee funnel

Our results are based on 317 employees who were present for the snapshot date of 5 April 2024. These relevant employees are used to inform the gender bonus gap figures. A further 5 employees, 3 women and 2 men, were discounted from this group because they received less than their normal pay due to reasons of leave (long-term sick and maternity). This left us with 129 male and 188 female, full-pay relevant employees.

### Bonuses paid

This table shows the percentage of men that received a bonus in the twelve months preceding the 5 April 2024 snapshot date.

Bonuses paid	2024	2023
Men	3.1%	4.5%
Women	Nil	Nil

### Gender pay gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

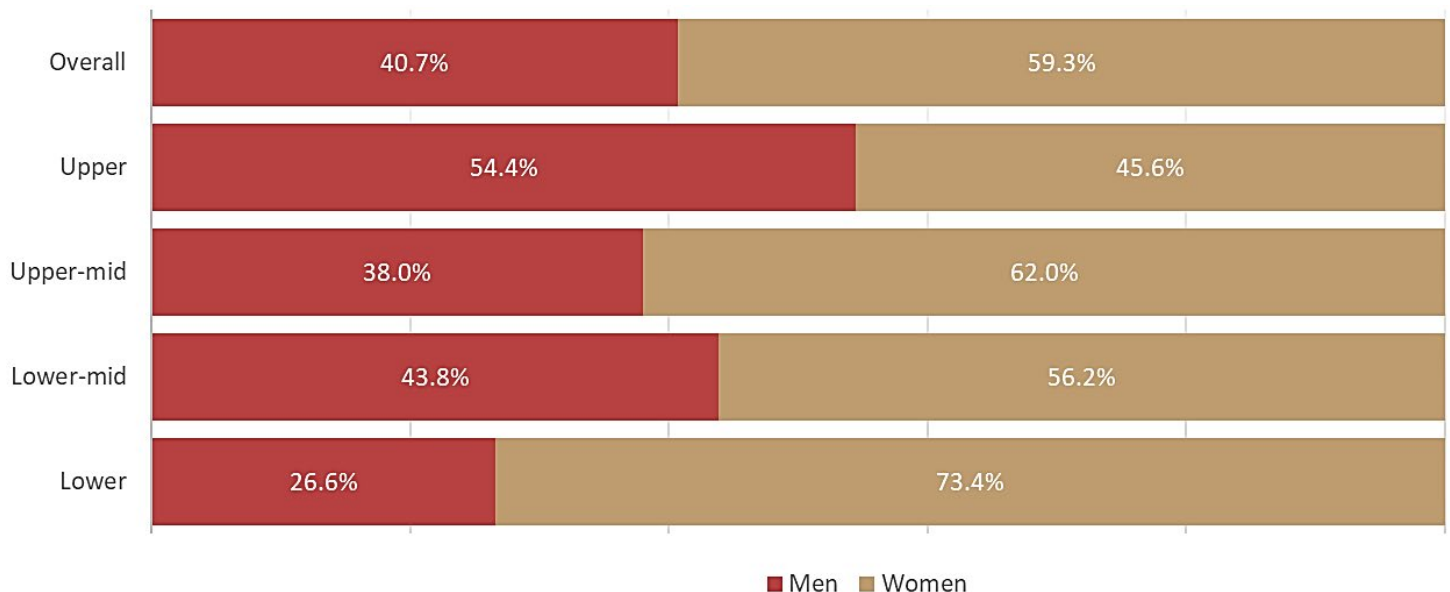
Pay Gap	2024	2023
Mean	9.9% ↓ 5.3%	15.2%
Median	23.6% ↓ 7.4%	31.0%

### Gender bonus gap

We do not have a bonus gap in the preceding 12 months to the 5 April 2024 because only a small group of men received bonus payments during this timeframe.

Bonus Gap	2024	2023
Mean	No Data	No Data
Median	No Data	No Data

### Distribution of employees across the pay range



## 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 2024, by measuring the difference between the average earnings of all male and female employees.

Our mean and median pay gap has decreased for a second year due to an increased female presence in our upper quarter - this is very encouraging. 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. Having recently appointed a new female Head of our prep school, our figures will further improve for those applicable from September 2025.

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: 20 March 2025