



KING'S TAUNTON GENDER PAY GAP REPORT – APRIL 2021

Employee funnel

Our results are based on 305 relevant employees from a headcount of 308 where one woman, and two men were not present for the snapshot date of 5 April 2021. These relevant employees are used to inform the gender bonus gap figures. A further 16 employees, 8 women and 8 men, were discounted from this group because they received less than their normal pay due to reasons of leave (long-term sick, maternity, paternity).

Gender pay gap

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

Pay Gap	2021	2020
Mean	13.9% ↓ 2.8%	16.7%
Median	23.7% ↓ 8.2%	31.9%

Bonuses paid

This table shows the percentage of men and women that received a bonus in the twelve months preceding the 5 April 2021 snapshot date.

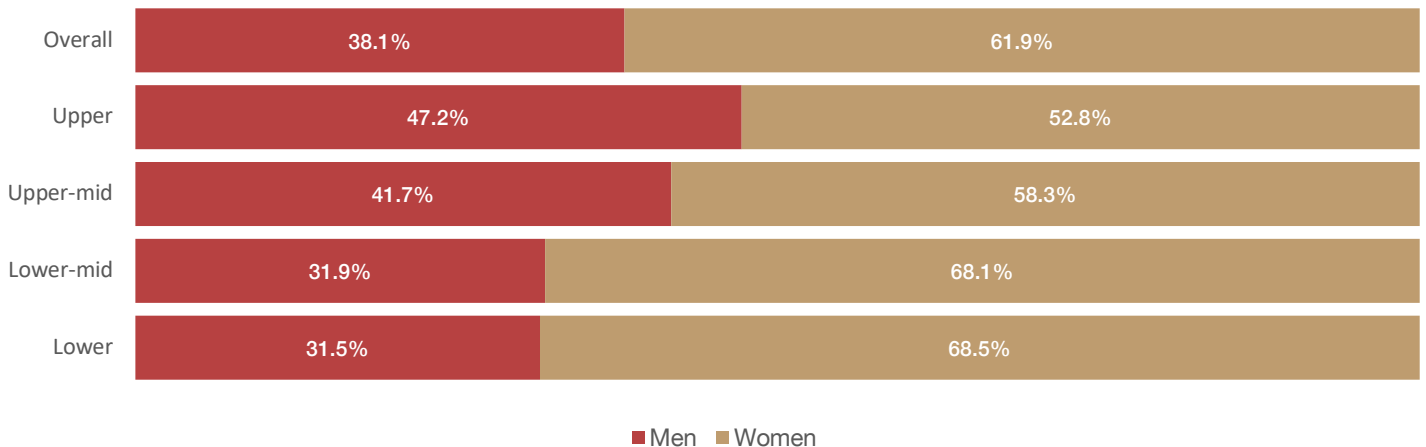
Bonuses paid	2021	2020
Men	1.7% ↓ 1.6%	3.3%
Women	2.7% ↑ 1.2%	1.5%

Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5 April 2021.

Bonus Gap	2021	2020
Mean	-196.2% ↓ 96.2%	-100.0%
Median	-34.7% ↑ 1.5%	-36.2%

Distribution of employees across the pay range



Confirmation statement

I confirm that the information published here is accurate:

Signature:

Job Title: Director of Finance and Operations

Date: 27 July 2021