

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 2020. Please note the King's School were not required to publish GPGR figures to 5 April 2019 due to the global pandemic.

- The mean gender pay gap for The King's School is 17.2% (2018: 20.2%)
- The median gender pay gap for The King's School is 19.9% (2018: 23.1%)
- The mean gender bonus gap for The King's School is - 6.59% (2018: 32.8%)
- The median gender bonus gap for The King's School is -130.7% (2018: 0%)
- The proportion of male employees in The King's School receiving a bonus is 28.61% (2018: 19.4%) and the proportion of female employees receiving a bonus is 12.65% (2018: 12.4%).

Pay quartiles by gender

Band	Male	Female	Description
A	29.02% (2018: 17.2%)	70.98% (2018: 82.8%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	35% (2018: 48.2%)	65% (2018: 51.8%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	40.36% (2018: 43.1%)	59.64% (2018: 55.9%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	49.33% (2018: 51.3%)	50.67% (2018: 48.7%)	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).

The mean gender pay gap has reduced – why?

As reported in 2018, we as a School are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the pay gap is the result of the proportion of females versus males currently employed across the lower quartiles, specifically quartile one.

The increase of male employees employed in the School's lowest paid quartile (12%) since our last report proves this very fact.

Further reasons why we have seen a significant drop in the reported mean gender pay gap include:

- There has been an overall increase in female percentages in each of the three highest paid quartiles.
- There is now a greater percentage of women employed in the highest paid 25% quartile for the first time since the School started reporting its annual GPGR
- There has been a significant increase in female staff being employed by the School. In April 2020 King's employed 585 female members of staff, compared to 474 female employees in April 2018.

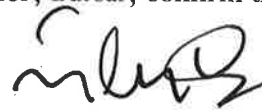
While the School is pleased that our mean gender pay gap has reduced overall by 3%, it is not a subject which the School is complacent about, and it is committed to continue to do everything that it can to reduce the gap.

What has worked?

While the School recognises that its scope to act is limited in some areas - it has, for example, very little direct control over who applies for what roles in the School or the career choices of current or future employees.

The School has undertaken a review of its flexible working policy to ensure it replicates the School's ethos of recognising the benefit that flexible working opportunities can provide in attracting both working parents and carers. We believe this has directly contributed to the increase of females employed by King's in the three highest paid quartiles, a positive step forward that King's needs to continue to build on.

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

Signed: 

Date: 08/10/21