



**King's  
Worcester**

**Gender Pay  
Gap Report  
2021**



# GENDER PAY GAP REPORT 2021

## Introduction

The King's School is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5<sup>th</sup> April 2021.

The King's School Foundation is an equal opportunities employer. We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

## Background Information

The gender pay gap reports the difference in average pay between men and women, regardless of the role for which they are employed.

Gender Pay Reporting, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, involves carrying out six calculations that show the difference between the average earnings of males and females employed by the King's Foundation.

Across the King's Foundation, 67% of employees are female and 33% are male. The data used reflected 317 members of staff, 215 being female and 102 being male. All roles are offered to both males and females.

The School carries out pay and benefits audits at regular intervals and evaluates job roles as necessary to ensure a fair structure. All teachers are paid on the same teaching pay scale. Comparable roles for support staff are also paid on an equal basis.

The King's School offers a salary sacrifice scheme for school fees, and childcare vouchers. According to ACAS guidance hourly rates are to be calculated after any salary sacrifice arrangement has taken place. The hourly rate of pay post sacrifice is used for this report, i.e. with no adjustment for the benefit gained by the employee in lieu of their salary sacrifice.

## Data for the King's Foundation

In accordance with the regulations, certain sets of data are required to be published:-

- Difference in the mean hourly rate of pay between male and female employees. This is expressed as a percentage of men's earnings.
- Difference in the median hourly rate of pay between male and female employees. This is expressed as a percentage of men's earnings.
- Proportions of male and female employees in each of four equal pay quartiles.

The School does not pay bonuses so the requirement to report on bonuses is not applicable.

The mean gender pay gap at the King's School is 9.89% and the median gender pay gap is 27%. This shows an improvement on the April 2020 Gender Pay Gap where the mean pay gap was 12.85% and the median pay gap was 31.35%.



## Pay Quartiles

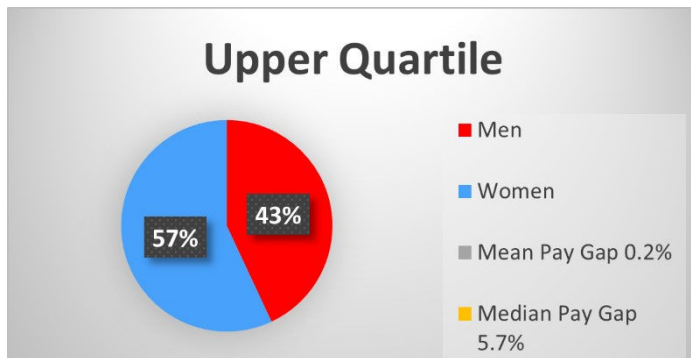
As a result of this information we extended our investigations further to examine each quartile. Each quartile is calculated by ranking pay and then dividing the workforce into four equal parts. The findings of these investigations are as follows:-

### Upper Quartile

We are able to report that the mean pay gap for the upper quartile of the School is 0.2%. The upper quartile includes the senior roles within the School.

The median pay gap for the upper quartile is 5.7%.

In this quartile the mean pay gap is almost neutral.

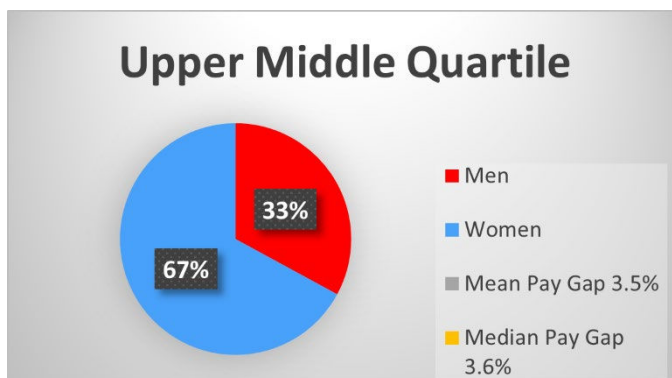


### Upper Middle Quartile

The mean pay gap for the upper middle quartile is 3.5%.

The median pay gap is 3.6%.

This quartile will include the majority of our teachers who are all paid based on the same scale.

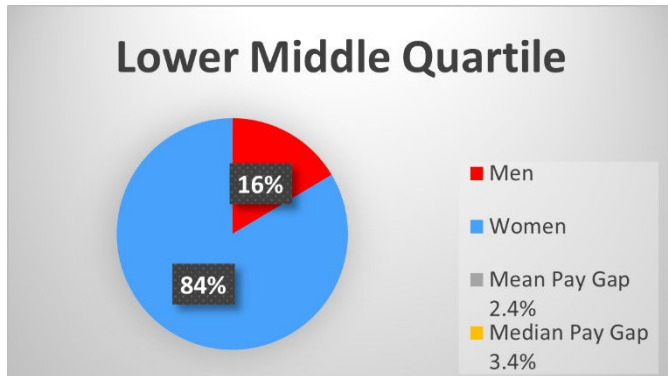


### Lower Middle Quartile

The mean pay gap for the lower middle quartile is 2.4%.

The median pay gap is 3.4%.

This quartile will include the majority of our support staff and technicians.

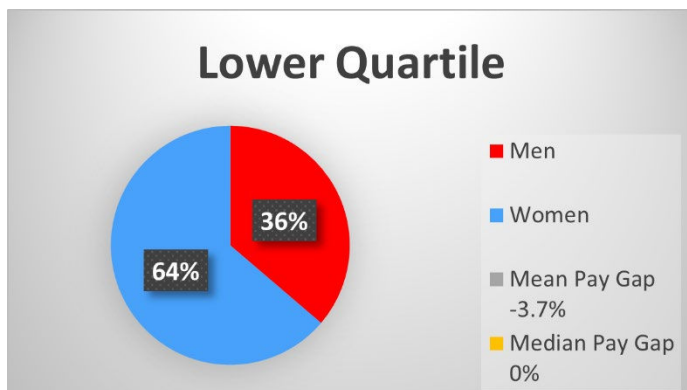


### Lower Quartile

The mean pay gap for the lower quartile is -3.7%.

The median pay gap is 0%.

The figures in this quartile show we have achieved a neutral gender pay gap.



### **Summary**

At first glance, overall it could appear, as with other schools, that there may be a gender pay gap. However, on extending the analysis it shows that there are no significant pay gaps within each quartile. The King's School is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work; rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

However, this is not a subject about which the Foundation is complacent, and it is committed to doing everything that it can to reduce the gap. The Foundation also recognises that its scope to act may be limited in some areas.

**Declaration**

I confirm that the information set out in this report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is accurate.

A handwritten signature in black ink, appearing to read 'S Holden'.

Simon Holden

Director Of Operations