



**King's
Worcester**

**Gender Pay
Gap Report
2023**



GENDER PAY GAP REPORT 2023

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 5th April 2023.

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, 68% of employees are female and 32% are male. The data used reflected 324 members of staff, 219 being female and 105 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, childcare vouchers and some pension scheme contributions. 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 8.87% and the median gender pay gap is 20.5%. This shows an improvement on the April 2022 Gender Pay Gap where the mean pay gap was 10.12% and the median pay gap was 26.48%.

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 that reads "G Mason". The signature is written in a cursive style with a large, looped initial 'G'.

Georgina Mason

Director Of Finance