

King's School, Bruton Gender Pay Gap Supporting Statement and Narrative

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

This is its report for the snapshot date of 5 April 2023.

- The mean gender pay gap for King's School, Bruton is 25%.
- The median gender pay gap for King's School, Bruton is 24%.
- The mean gender bonus gap for King's School, Bruton is 0%.
- The median gender bonus gap for King's School, Bruton is 0%.
- The proportion of male employees in King's School, Bruton receiving a bonus is 17% and the proportion of female employees receiving a bonus is 4%.

Pay quartiles by gender

Band	Males	Females	Description
A	17%	83%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	31%	69%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	34%	66%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	52%	48%	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.

What are the underlying causes of King's School, Bruton's gender pay gap?

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.

King's School, Bruton 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Maintains a teacher pay scale that is gender free and reviewed at appropriate intervals.
- Reviews pay for all staff annually, and makes awards across staff regardless of gender.
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

King's School, Bruton is therefore 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.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of King's School, Bruton's workforce. The majority of part time, Term time only posts are filled by women, while the majority of senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows King's School, Bruton 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. However, within King's School, Bruton, 83% of the employees in Band A are women and 17% men. This reflects the roles in Band A which tend to be domestic related roles in School Boarding Houses or catering support roles. These posts are usually Term time only and part time which attracts more female workers. This group comprises some 18% of those working in the schools. The percentage of male employees increases throughout the remaining Bands, from 31% in Band B to 52% in D.

How does King's School, Bruton's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that King's School, Bruton's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 25%, King's School, Bruton's mean gender pay gap is higher than the average.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 24%, King's School, Bruton's median gender pay gap is higher than the whole economy however both the Headmasters' and Bursar's posts at the Prep School and Senior School are currently filled by men, and with the Head's posts attracting the highest remuneration package, this skews the figures.

There is very little use of bonuses within the remuneration structure of King's School, Bruton therefore the statistical significance of the figures are doubtful.

What is King's School, Bruton doing to address its gender pay gap?

While King's School, Bruton's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the Independent Education sector, this is not a subject about which King's School, Bruton is complacent, and it is committed to doing everything that it can to reduce the gap. However, King's School, Bruton also recognises that its scope to act is limited in some areas - it has no direct control over the career choices that individuals make, and because it continues to offer Term time only part time work, this is likely to continue to be attractive to some workers over others.

To date, the steps that King's School, Bruton has taken to promote gender diversity in all areas of its workforce include the following:

- **Pay Scale Review.** King's School, Bruton has implemented a detailed review of its teacher pay scale at the senior school including a review of all allowances. The practical application of the salary scale ensures a gender free approach to all members of staff as pay relates to experience and contribution.
- **Revising the flexible working policy.** King's School, Bruton reviewed and revised its flexible working policy and this has enabled a number of staff to adjust their working patterns to better suit their other responsibilities outside the workplace without losing seniority.
- **Supporting parents.** King's School, Bruton offers staff discounts for those that have children within the schools.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, King's School, Bruton is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

I, Louis S Tuson, Bursar, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'L.S. Tuson', followed by a horizontal line.

Date

8 March 2024

