



## Taunton School Gender Pay Gap Report 2018

Under new laws welcomed by Taunton School, all employers in the UK with more than 250 employees must now report statutory calculations showing the size of their gender pay gap. Transparency is key to accelerating change and we support efforts to promote and ensure fair compensation for all staff.

Publishing this data supports our goal of making Taunton School an employer of first choice not just for teachers but for all our staff. Attracting, hiring and developing exceptional staff is vital to realising our vision of creating a challenging and inspiring educational environment for our pupils. We hold the Investors in People Gold status which recognises the commitment and passion of our staff.

### GENDER PAY GAP

TAUNTON SCHOOL MEAN GENDER PAY GAP	<b>9.41%</b>
TAUNTON SCHOOL MEDIAN GENDER PAY GAP	<b>13.71%</b>
UK GENDER PAY GAP	<b>18.1%</b>
EDUCATION SECTOR GENDER PAY GAP	<b>15.0%</b>



MEAN GENDER BONUS GAP	<b>23.91%</b>	MEN RECEIVING BONUSES	<b>1%</b>
MEDIAN GENDER BONUS GAP	<b>17.94%</b>	WOMEN RECEIVING BONUSES	<b>2.3%</b>

As an employer, we have made solid progress in diversity and inclusion and are encouraged to see that our gender pay gap is smaller than the UK average and the education sector in general\*. However we are uncomfortable with a gap and, even if it is driven by wider norms in society, we do see it as our responsibility to understand and address the reasons behind it. We are investing in training on topics such as leadership and management, unconscious bias, equality and diversity to encourage impartiality.

\*Based on ONS information 2017.



The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We are confident, as a result of our regular analysis and monitoring, that we meet our equal pay obligations.

Our results show that we have a representative distribution of men and women in management positions across the School. There are 20 members of senior staff of which 12 are female and 8 are male. We do have more women than men in the lower paid roles which reflects our flexible working practices in these roles which enable staff to balance family and work commitments. Bonus payments were made to 10 of our 523 staff last year. Two of these were men and 8 women.



Nicola Miller,  
Chief Operating Officer

A handwritten signature in black ink that reads "Nicola Miller".