



## Taunton School Gender Pay Gap Report for 2019

Taunton School is an equal opportunities employer who is committed to ensuring that all staff receive equal pay for equal work regardless of gender, ethnicity, disability or other unique characteristic. Transparency is key to accelerating change and we support efforts to promote and ensure fair compensation for all staff.

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.

We welcome the contribution which statutory Gender Pay Gap Reporting will make as an additional measure to assess the progress of our gender equality initiatives. This report explains Taunton School's Gender Pay Gap and summarises the actions which we are taking to address this.



Nicola Miller  
**Chief Operating Officer**

## Our Results

### *Understanding the Gender Pay Gap*

The Government requires employers to publish two types of average for the gender pay gap. The mean involves adding up all of the numbers and dividing the result by how many numbers were in the list. The median is the middle number in a group of numbers listed by size: it is the number which is in the middle of the list so that 50% of the numbers are above and 50% are below the median.



The two different types of average give a more balanced overview of an employer's gender pay gap. The mean gives a helpful overall indication of the gender pay gap, but very large or small pay rates or bonuses can distort the figures. The median gives a more general indication of the situation without these distortions.

The **median** hourly rate of our female employees is **16.16%** lower than the hourly rate of our male employees.

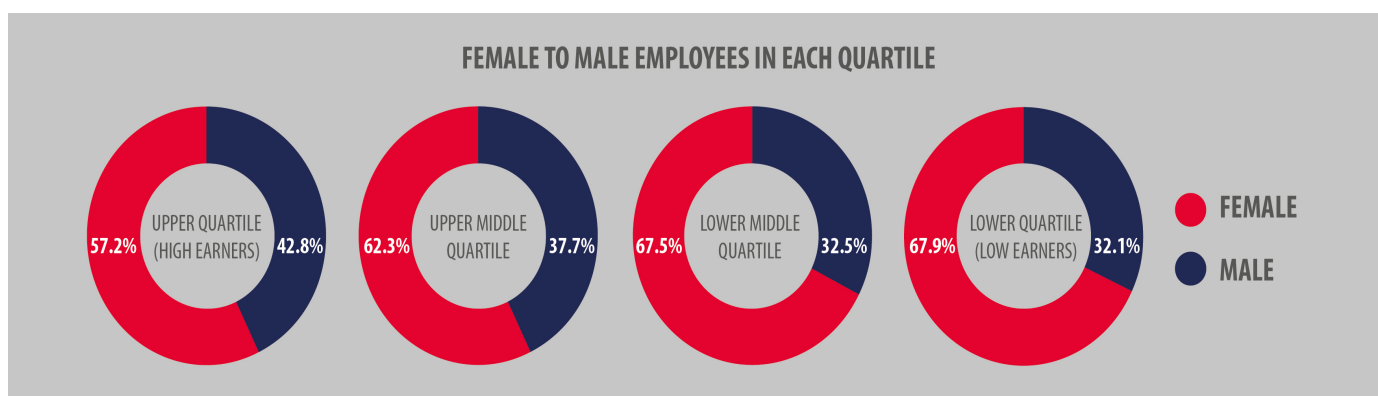
The **mean** hourly rate of our female employees is **13.35%** lower than the hourly rate of our male employees.

We have created more part time roles in 2019, when compared to 2018. Our number of part time staff have increased by 7% this year with women making up 74% of all part time staff. This reflects our flexible working practices, which enable staff to balance family and work commitments.

Our results show that we have a representative distribution of men and women in management positions across the School. Our board members are split equally, with 50% women and 50% men occupying a place on our board.

### Pay Quartiles

The charts below illustrate the gender distribution across the School's in four equally sized quartiles based on the Government's methodology.



## Bonus Payment Ratio

This is the average difference in bonus payments made during the previous financial year.

BONUSES - PAY GAP			
MEAN GENDER BONUS GAP	0%	MEN RECEIVING BONUSES	0%
MEDIAN GENDER BONUS GAP	0%	WOMEN RECEIVING BONUSES	0.85%

We have made less bonus payments this year. Two bonus payments (out of 523 staff) were made in 2019, both of these payments were awarded to women.

## Closing the Gap

As an employer, we strive to close the gap and to understand and work on the reasons behind it. We continue to widely advertise all of our recruitment opportunities to ensure access by all in the wider community. In addition we constantly review our reward packages to ensure these are fair and consistent in all parts of the School.

Taunton School holds the Investors in People Gold award. Attracting, hiring and developing exceptional staff is vital to realising our vision of creating a challenging and inspiring educational environment for our pupils. We continually invest in training including leadership and management, unconscious bias, equality and diversity to encourage impartiality.

To ensure that our staff members have equal promotional opportunities, we review and manage everyone's performance using the same standards and encourage internal promotion as much as possible.

## GENDER PAY GAP 2019

TAUNTON SCHOOL MEAN GENDER PAY GAP		13.35%
TAUNTON SCHOOL MEDIAN GENDER PAY GAP		16.16%
EDUCATION SECTOR GENDER PAY GAP		TBA

### FEMALE TO MALE EMPLOYEES IN EACH QUARTILE

