



TAUNTON  
SCHOOL

# GENDER PAY GAP REPORT

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2020  
REPORT



# 2020 REPORT

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This report sets out Taunton School's Gender Pay Gap for 2020 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap Report provides a snapshot of the gender pay balance as at 5 th April 2020, by measuring the difference between the average earnings of all male and female employees. Gender Pay Gap reporting guidelines require us to report on the pay gap between men and women, meaning this report is unable to include data on other gender identities. Although we have used the terms 'gender', 'male' and 'female' for the purpose of this report, we understand that, for some people, this will be referring to the gender recorded at birth and not their gender identity. We acknowledge that there are people who do not fit into binary categories of gender and/or sex, including non-binary individuals, and we strive to ensure an inclusive workplace for all.



A handwritten signature in dark ink, appearing to read 'Nicola Miller'.

Nicola Miller  
**Chief Operating Officer**

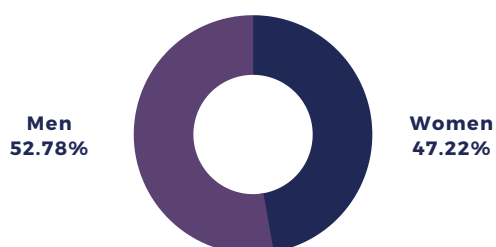
# MEDIAN AND MEAN GENDER PAY GAP



## QUARTILE GENDER PAY GAP

Gender distribution in each pay quartile:

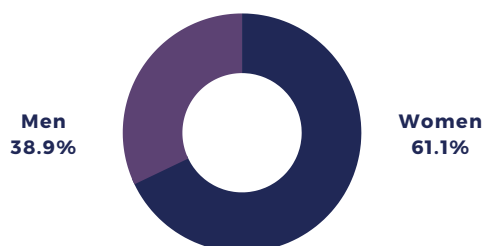
Upper hourly pay quarter



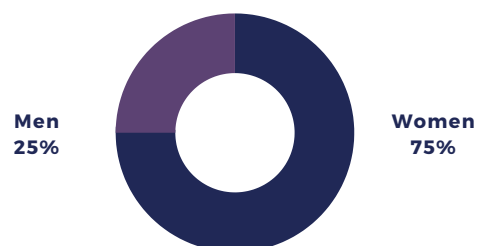
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter



## BONUS PAY GAP

PROPORTION OF MEN: 0.85%

PROPORTION OF WOMEN: 0.58%

# EXPLAINING THE GENDER PAY GAP

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Taunton School is a co-educational boarding and day school in Somerset. The School employs a large workforce, in both teaching and non-teaching roles. We have a large number of part-time, flexible roles within the School, which typically fall within the lower quartile and tend to attract more women than men (as of 5th April 2020 we had 104 eligible part-time staff; of those, 65% were female). It is also to be noted that 51% of the workforce was on furlough leave during the reporting period - this may have artificially impacted the gender pay gap for 2020.

## CLOSING THE GENDER PAY GAP

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The School is committed to ensuring equality of opportunity and regularly reviews its policies, processes and procedures to ensure they are free from discrimination or bias. As an equal opportunities employer, we value and care about our employees and have achieved the Gold Standard Investors in People accreditation.

Attracting, hiring and developing exceptional staff is vital to realising our vision of creating a challenging and inspiring educational environment for our pupils, and we continually evaluate and benchmark our roles to ensure that pay is competitive, fair, consistent and free from bias.

In addition to the above, we have invested in training for staff and managers in equality, diversity & inclusion as well as unconscious bias.