



TAUNTON
SCHOOL

GENDER PAY GAP REPORT

2021
REPORT



2021 REPORT

This report sets out Taunton School's Gender Pay Gap for 2021 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 5th 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.

We are pleased to report that both the mean and the median gender gap has decreased this year. We have a good representation of men and women in management positions across the School and are confident that men and women are paid equally for doing equivalent jobs. Our recruitment process is structured and transparent; we recruit the right people for the right job.



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

Nicola Miller
Chief Operating Officer

MEDIAN AND MEAN GENDER PAY GAP

Median Gender Pay Gap



20.52% Lower

Mean Gender Pay Gap

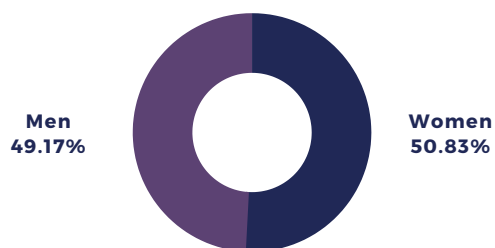


15.6% Lower

QUARTILE GENDER PAY GAP

Gender distribution in each pay quartile:

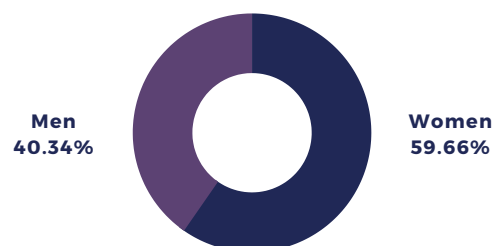
Upper hourly pay quarter



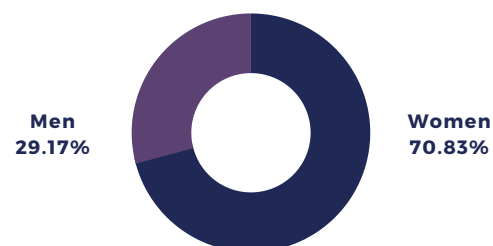
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter



BONUS PAY GAP

PROPORTION OF MEN: 2.13%

PROPORTION OF WOMEN: 0.69%

EXPLAINING THE GENDER PAY GAP

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 increased our number of part-time flexible roles within the School, which tend to attract more women than men (as at 5th April 2021 we had 207 eligible part-time staff; of those, 75% were female). It is also to be noted that 19% of the workforce was on furlough leave during the reporting period.

This year's gender pay gap is lower than last year and demonstrates that our work to close the gap has had an impact.

CLOSING THE GENDER PAY GAP

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.

We are working on encouraging flexible working in our School, regardless of gender or seniority. All of our job vacancies are reviewed prior to advertising with a view to including wording on flexible working, unless the hiring manager demonstrates that this would not be possible.

Since last year's report, we have carried out specific reviews of our lower paid roles alongside reviewing manager differentials. We have also conducted a 'Women at Work' survey, the results of which will provide us with an insight into the perceptions of our female staff around work including: flexible working; pay and promotion; development; challenges in the workplace. We will use the findings in this survey to improve support mechanisms and opportunities for our female staff, where identified.