



TAUNTON
— SCHOOL —

GENDER PAY GAP REPORT

2022

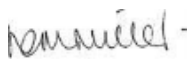
GENDER PAY GAP REPORT 2022

This report sets out Taunton School's Gender Pay Gap for 2022 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 2022, 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.

The mean gender pay gap has remained static, whilst the median gender pay gap has increased this year by 3.5%. However, we have increased the number of roles across the School in particular in areas where a diverse range of shifts are offered, which appear to naturally attract more female applicants. The disproportionate representation of women across the organisation (with women over represented in the 'upper middle', 'lower middle' and 'lower hourly' bands) is one of the factors driving the gender pay gap.

We have a good representation of men and women in management positions across the School, and all roles are externally benchmarked against market data and professional role salary data (where available). Our recruitment process is structured and transparent; we offer numerous roles at all levels, with various working practices; and we recruit the right people for the right job.



Nicola Miller
Chief Operating Officer

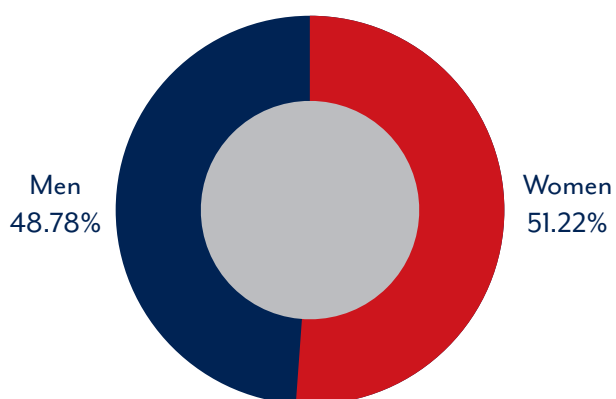
MEDIAN AND MEAN GENDER PAY GAP



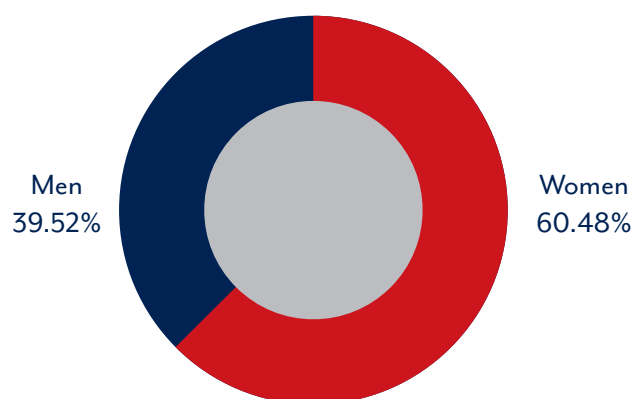
QUARTILE GENDER PAY GAP

Gender distribution in each pay quartile:

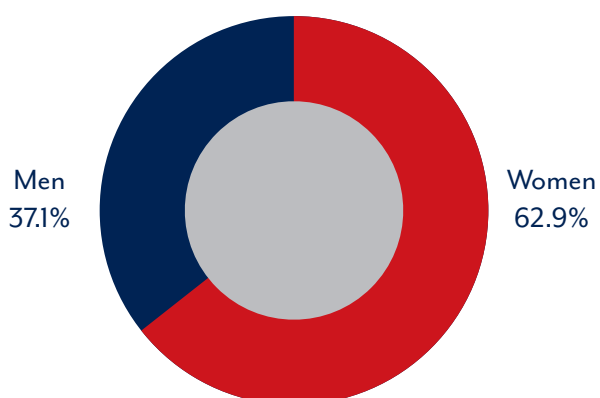
Upper hourly pay quarter



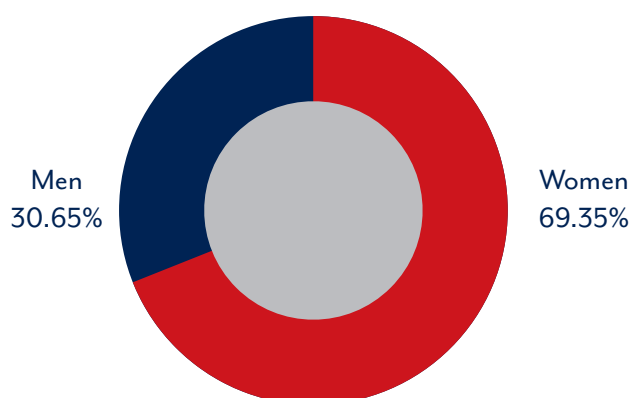
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter

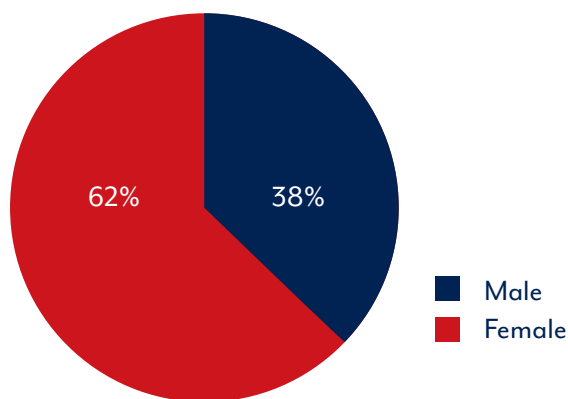


BONUS PAY GAP

PROPORTION OF MEN: 3.6%

PROPORTION OF WOMEN: 2%

EXPLAINING THE GENDER PAY GAP



Taunton School is a co-educational boarding and day school in Somerset. The area of Somerset West and Taunton has a demographic consisting of 48% male and 52% female, with over a quarter of those aged 65+.

We employ a large workforce, in both teaching and non-teaching roles. As at 5th April 2022 had 571 permanent employees of which 62% were female; further, we had 192 eligible part-time staff; of those, 70% were female.

We have automatic pay progression within the teaching workforce (along with an annual cost of living pay rise), and an annual cost of living pay rise awarded to the support staff workforce along with job evaluation as required.

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 we must continue in our work to reduce our Gender Pay Gap.

Targeted action to reduce the gender pay gap:

- Continuing in our work to ensure the fairness and equality of recruitment
- Use of effective pay strategies – continuing in our work to target increases at the lower end of pay scales to drive progression and shorten the pay ranges
- Use of job evaluation – continuing in our benchmarking work, using external market data and professional role salary/survey data where available
- Policies focused on supporting equality in the workplace:
- Fair, consistent and inclusive working models supported by flexible working policies
- Ensuring an inclusive culture – ensuring that inclusion and tackling disparities is a central part of everything we do