



TAUNTON
— SCHOOL —

GENDER PAY GAP REPORT

2023

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This report sets out Taunton School's Gender Pay Gap for 2023 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 of 5th April 2023, 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 delighted to report that the mean gender pay gap has decreased by 3.12% and the median gender pay gap has decreased significantly by 10.9%. These results demonstrate that the work we have done over the past year has been positive. After the results of last year's Gender Pay Gap report we continued our work in ensuring fairness and equity in recruitment; carried out more benchmarking and job evaluations; targeted pay at the lower end of the pay scales to drive progression and shorten pay ranges; reviewed and revised our benefits offering; and promoted flexible working more so than in previous years.

Taunton School pays men and women equally for equal roles, but we do have a gender pay gap. This is due to the significantly greater number of women employed compared to men, combined with a greater proportion of them undertaking traditionally lower paid roles e.g. Cleaning and Catering.

It is clear that we have a good representation of men and women in senior and middle management positions across the School. All roles are externally benchmarked against market data and professional role salary data (where available) to ensure we remain competitive. 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.



SANDRA REYNOLDS
CHIEF OPERATING OFFICER

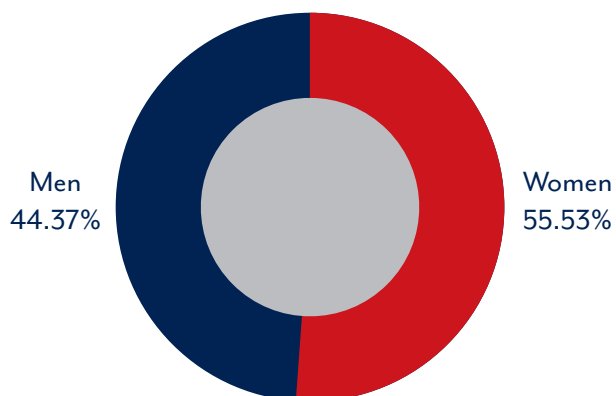
MEDIAN AND MEAN GENDER PAY GAP



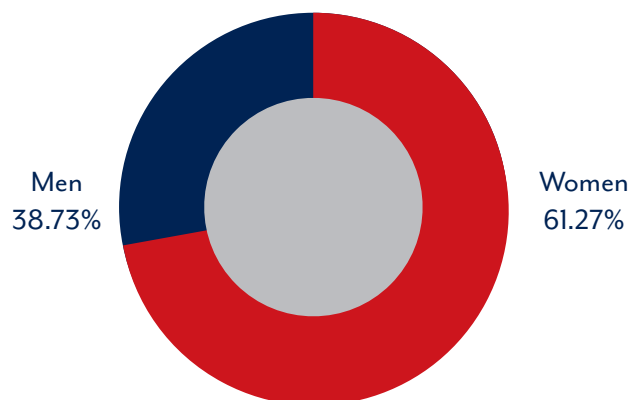
QUARTILE GENDER PAY GAP

Gender distribution in each pay quartile:

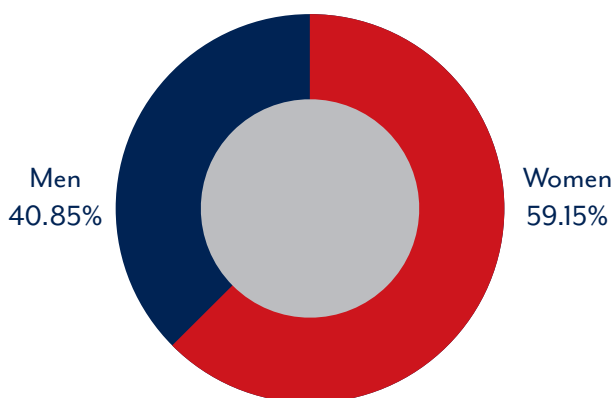
Upper hourly pay quarter



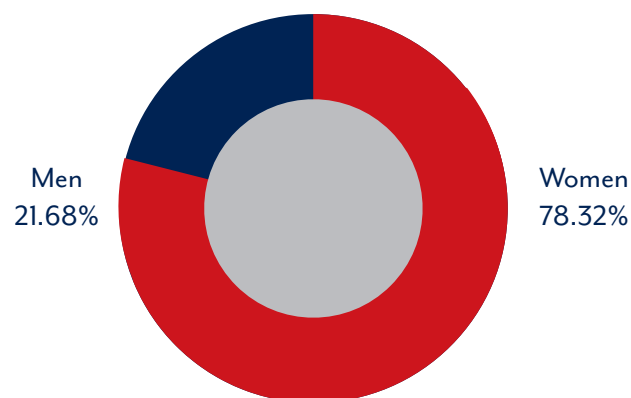
Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lower hourly pay quarter

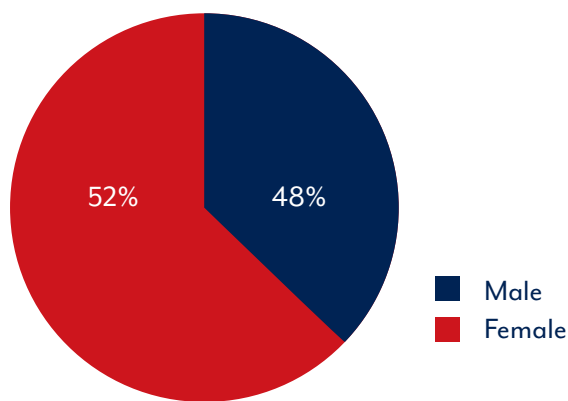


BONUS PAY GAP

PROPORTION OF MEN: 0.44%

PROPORTION OF WOMEN: 0.75%

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 population of 157,400, 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; in fact 67% of our workforce are in non-teaching roles. As of 5th April 2023, we had 569 relevant paid staff (out of 623 staff employed) of which 64% were female; further, we had 217 eligible part-time staff; of those, 73% 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 and external benchmarking

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.

Actions to continue, in order to reduce the gender pay gap further includes:

- Continuing to target increases at the lower end of pay scales to drive progression and shorten the pay ranges;
- Continuing use of job evaluation – internal and external benchmarking, market data, schools' data, and professional role salary/survey data where available;
- Relationships with external parties such as Discovery Supported Employment;
- Policies focused on supporting equality in the workplace:
- EDI Policy and supported work.
- Remuneration Policy.
- Fair, consistent, and inclusive working models supported by flexible working policies.
- Ensuring an inclusive culture.