



TAUNTON
— SCHOOL —

GENDER PAY GAP REPORT

2025

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This report sets out Taunton School's Gender Pay Gap for 2025 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 2025, 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.

Taunton School pays men and women equally for equal roles, but we do have a gender pay gap. This is attributable to the significantly greater number of women employed compared to men, combined with a greater proportion of them undertaking traditionally lower paid roles such as Cleaning, Catering and Housekeeping, which have many part-time and flexible shifts. Our recruitment process is well structured and transparent; we recruit the most appropriate people for the job.

We have a good representation of men and women in senior and middle management positions across the school. Our roles are externally benchmarked against local market data, and professional role salary data where available, to ensure we remain competitive. In addition to this, we carry out desktop job evaluation on a regular basis.

We are pleased to report that the median gender gap has decreased again this year, with the gap having reduced to 3.27%. By way of comparison, the UK-wide gap was 7% in 2024 (the data for 2025 is not yet widely available); further, our figures are better than our local competitors within education. It is to be noted that the mean gap has also decreased to 13.9%.

We consider the median figure to be the better indicator of values as it shows the 'typical' situation and is not distorted by outliers (very high or very low pay).



EMILY CHAPPLE
HR DIRECTOR

MEDIAN AND MEAN GENDER PAY GAP

Women's average hourly pay is:



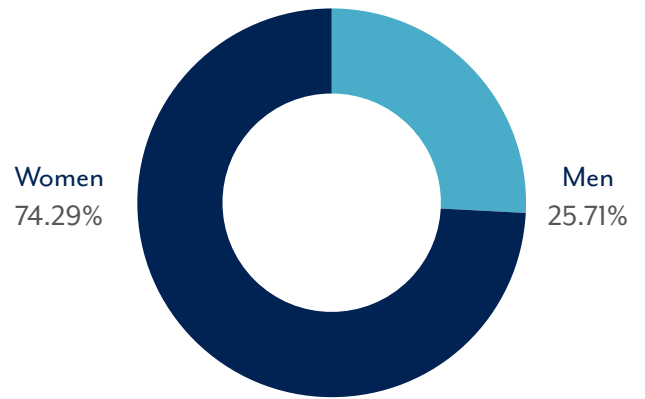
QUARTILE GENDER PAY GAP

The Gender distribution in each pay quartile has remained fairly static, with another increase in women being represented in the upper hourly and upper middle hourly pay quarters than in previous years.

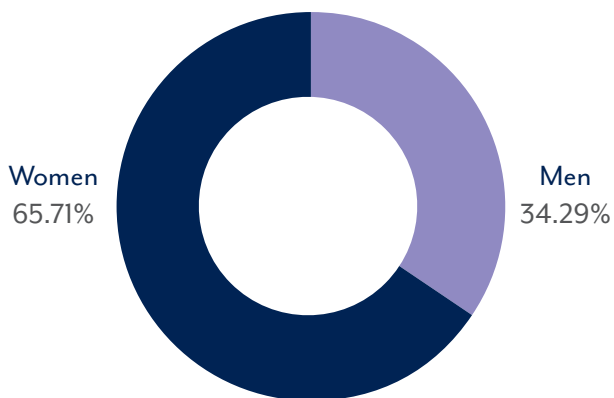
Upper hourly pay quarter



Upper middle hourly pay quarters



Lower middle hourly pay quarters



Lower hourly pay quarters



BONUS PAY GAP

As an employer we do not typically run bonus schemes. There can be roles in which bonuses are sometimes payable e.g. performance based on revenue and profit, one-off payments for exceptional 'out of the ordinary' work etc.



EXPLAINING THE GENDER PAY GAP

Taunton School is a co-educational boarding and day school in Somerset. For context, the area of Somerset West and Taunton has a population of over 157,400, consisting of 48.6% male and 51.4% female, with over 30% of those being aged 65+.

The School employs a large workforce, in both teaching and non-teaching roles; in fact, 62% of our workforce are in non-teaching roles. As of 5th April 2025, we had 560 full pay relevant employees (out of a total of 672), of which 64.2 % were female.

We have automatic pay progression within the teaching workforce, and all staff receive an annual pay review either in April, as part of our National Living Wage and Differentials work, or January.

This year's median gender pay gap is lower than last year and demonstrates that our work to close the gap continues to have a positive impact.



GENDER PAY GAP ACTION PLAN

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 are a recognised 'Menopause Aware' Employer, and Disability Committed Employer, as well as working in partnership with companies that promote opportunities for those with learning disabilities.

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.

Actions:

- Ongoing development of policies that support equality and inclusion in the workplace.
- Transparent Remuneration policies.
- Evaluation of our jobs via the desk top job evaluation platform, and benchmarking against external market data.
- Targeting increases at the lower end of the pay scales to drive progression and shorten pay ranges.
- A confident, fair, effective, and empathetic, approach to requests for flexible working, and a pragmatic and forward thinking approach to working practices.
- Providing the necessary support mechanisms for women to thrive in the organisation in relation to health and wellbeing.
- Partnerships with 3rd parties such as Discovery Supported Employment.
- Ongoing review of culture and embedding of our core values and principles.