

## Gender Pay Gap Reporting

King Edward's School, Bath is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results here, on the School's website, and on the Government website (GOV.UK) by 4<sup>th</sup> April 2024 for the April 2023 reporting.

In April 2023, the percentage of females and males in each **pay quartile** are as follows (*with the 2022 data in brackets*):

Quartile	Female %	Male %
Upper quartile	52.9% (51.4%)	47.1% (48.6%)
Upper middle quartile	67.1% (69.4%)	32.9% (30.6%)
Lower middle quartile	60.0% (62.5%)	40.0% (37.5%)
Lower quartile	82.9% (80.3%)	17.1% (19.7%)

Using the hourly rates of pay of all female and male employees, the School has a mean pay gap of 19.6% (2022: 18.7%), and a median pay gap of 27.4% (2022: 22.1%) between females and males.

With regards to bonus payments, the percentage of female employees who receive bonus payments is 0.54% and the percentage of male employees is 1.04%. The mean gender pay gap using bonus pay is 40%. The median gender pay gap using bonus pay is 40%.

King Edward's School is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Teaching staff are remunerated on an incremental pay scale that rewards them for their professional responsibilities, wider contribution to the School and their level of experience. Support staff pay is determined via a process of job evaluation. All salaries are, where possible, reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken.

Tom Davies  
Bursar & Chief Operating Officer  
March 2024