

KIMBOLTON SCHOOL - GENDER PAY GAP REPORT APRIL 2017

Mean Pay Gap		
Mean Male Hourly Rate	£	18.73
Mean Female Hourly Rate	£	15.16
Mean Gender Pay Gap (%)		19.1%

Median Pay Gap		
Median Male	£	17.93
Median Female	£	12.48
Median Gender Pay Gap (%)		30.4%

Pay Quartiles		
	Male	Female
	%	%
Upper Quartile	53.01	46.99
Upper Middle Quartile	30.12	69.88
Lower Middle Quartile	28.92	71.08
Lower Quartile	27.71	72.29
Total		

Employees Receiving Bonus Pay		
Males (%)		0.84
Females (%)		0.00

COMMENTS

Pay Gap Observations

1. There are more men than women in Senior positions - both academic and non-academic roles. Most of the incumbents have been in post for many years.
2. The number of part-time / term time positions in lower paid roles are filled mainly by women (e.g. cleaners and food services assistants).
3. There is only 1 employee earning a bonus / commission. This is specific to that employee's role.

Pay Equality Statement

Kimbolton school is an equal opportunities employer. Payscales are operated and applied to most roles in the school which ensures that pay equality between both genders is maintained when performing the same role.

Charles Paull
Chairman of the Governors
04 April 2018