



Gender Pay Gap Report 2019

Average Pay Gaps

Average Mean Hourly Pay Gap	11.2%
Average Median Hourly Pay Gap	18.3%
Average Mean Bonus Pay Gap	100%

Pay Quartiles

	<u>Women</u>	<u>Men</u>
Upper Quartile	50.7%	49.3%
Upper Middle Quartile	68.4%	31.6%
Lower Middle Quartile	67.1%	32.9%
Lower Quartile	65.8%	34.2%

Commentary


Kimbolton School has a fair selection and equal opportunities recruitment policy, and uses salary scales for all staff.

Teaching staff are paid according to Teacher Pay Scales dependant on qualification and experience, and not their gender. Non-teaching staff are benchmarked and Pay Scales are used ensure roles are paid at competitive rates, regardless of gender.

The reason for the Pay Gaps can be explained by the fact that there are many more women within domestic and catering services and administration functions. These types of roles are mainly part-time and term-time only and attract predominantly women applicants due to the flexibility of the hours.

There has however been an improvement in the Mean Pay Gap from 19.6% in 2018 to 11.2% in 2019, and the Median Pay Gap from 28.1% in 2018 to 18.3% in 2019. This is due to a number of senior positions held by men within the school being replaced by women candidates.

One male employee received a bonus / commission during the year.


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