



Gender Pay Gap Report 2022

Average Pay Gaps

Average Mean Hourly Pay Gap	14.5%
Average Median Hourly Pay Gap	17.5%
Average Mean Bonus Pay Gap	0%

Pay Quartiles

	<u>Women</u>	<u>Men</u>
Upper Quartile	43.5%	56.5%
Upper Middle Quartile	69.6%	30.4%
Lower Middle Quartile	71.0%	29.0%
Lower Quartile	69.6%	30.4%

Commentary

Kimbolton School has a fair selection and equal opportunities recruitment policy and is satisfied that access to appointments and rates of pay are fair and appropriate, regardless of gender.


Domestic, catering services and administrative functions, categorised primarily in the lower and lower middle quartiles, offer flexible working opportunities regardless of gender or any other protected characteristic. These roles attract predominantly female applicants and as a consequence, materially contribute to the gender pay gap reported.

Teaching staff are paid according to Teacher Pay Scales dependent upon qualification, experience and responsibility, not their gender. Non-teaching staff roles are externally benchmarked and reviewed, and Pay Scales are used to ensure roles are paid at both fair and competitive rates, regardless of gender.

During the reporting year, the median gap has reduced from 24.5% to 17.5% mainly due to a change in the Senior Leadership Team ratio to 4 women and 7 men. Our Board of Governors comprises 6 women and 9 men.

The School is committed to providing equal opportunities across the School and has hosted a Diversity and Equality training session for all staff in April 2022 to promote and encourage awareness and inclusion.

There is no Bonus Gap to report as no bonuses were awarded during the period.


Jennifer Agnew
Bursar

21 March 2023