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## Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017<sup>1</sup> came into force on 6<sup>th</sup> April 2017.

From 2017, Kings' School is required to publish a mandatory set of figures on its own public facing website and the Government website, by 30<sup>th</sup> March of each year. This relates to the snapshot period of the 31<sup>st</sup> March of the previous year.

For the snapshot year of 31 March 2021, Kings' School figures are as follows (2020 figures in brackets):

<b>Pay<sup>2</sup> (57 Male Staff/168 Female Staff)</b>	
Mean gender pay gap in hourly pay	30.3 (28.7%)
Median gender pay gap in hourly pay	47.2 (47.0%)
<b>Bonus<sup>3</sup> (25 Male Staff/53 Female Staff)</b>	
Mean bonus gender pay gap	53.9 (13.3%)
Median bonus gender pay gap	24.1 (20.6%)
Proportion of males receiving a bonus payment	19.8 (6.8%)
Proportion of females receiving a bonus payment	16.5 (11.2%)
<b>Pay quartiles</b>	

<sup>1</sup> <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

<sup>2</sup> The pay period is the period in which the relevant employer pays the relevant employee basic pay, i.e. 1 to 31 March.

<sup>3</sup> Bonuses are included in the calculations if they have actually been received within this bonus period, i.e. the 12 month preceding the snapshot date, 1 April to 31 March.

Top (Quartile 4)	Male	41.7 (44.6%)
	Female	58.3 (55.4%)
Upper middle (Quartile 3)	Male	28.3 (26.8%)
	Female	71.7 (73.2%)
Lower middle (Quartile 2)	Male	13.3 (17.9%)
	Female	86.7 (82.1%)
Lower (Quartile 1)	Male	11.5 (12.3%)
	Female	88.5 (87.7%)

## Pay

The Governing Body of Kings' School is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

The school's approach to pay is set out in the school's pay policy and the Governing Body aims to achieve equality in its pay and reward arrangements. The Governing Body ensures that teaching staff are paid the correct salary and allowances in accordance with the School Teachers' Pay and Conditions Document, a national statutory document regulating pay of teaching staff.

The Governing Body ensures that school support staff are paid the correct salary and allowances in accordance with the Employment in Hampshire County Council (EHCC) 2007 Agreement and subsequent variations. The Hay job evaluation scheme, which sits behind the EHCC agreement, provides an objective and gender neutral framework to evaluate the jobs that are carried out within the school.

Our gender pay gap of 30.3% is not as a result of paying men more than women for the same or equivalent work.

## Bonus

Bonus payments indicated are for performance related payments, under which a one-off payment may be awarded to a member of staff.