



ROMSEY ROAD, WINCHESTER
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28th March 2024

Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017¹ came into force on 6th 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 30th March of each year. This relates to the snapshot period of the 31st March of the previous year.

Kings' School is required to report annually on the gender pay gap between male and female staff. In year ending 31st March 2023 the mean gender pay gap was measured as 18.5% in favour of male staff (2022 – 23.1%). The school pays staff equally for the roles they undertake irrespective of gender and the gender pay gap is due to the staff demographic which shows a predominance of women in term time only support staff roles. The senior management posts of the school are filled in favour of females. The school aspires to have no pay gap by gender and very much welcomes women in the middle and senior management teams as well as men in support staff roles. The school policy remains, however, that posts are fairly available to be filled by men or women and the school will always select the best candidate for a post regardless of gender.

For the snapshot year of 31 March 2023, Kings' School figures are as follows (2022 figures in brackets):

Pay² (70 Male Staff/183 Female Staff)	
Mean gender pay gap in hourly pay.	18.5% (23.1%)
Median gender pay gap in hourly pay..	27.8% (42.8%)

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

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



Bonus¹ (7 Male Staff/41 Female Staff)		
Mean bonus gender pay gap.		5.5% (33.4%)
Median bonus gender pay gap.		3.6% (9.4%)
Proportion of males receiving a bonus payment.		14.3% (5.2%)
Proportion of females receiving a bonus payment.		27.9% (12.7%)
Pay quartiles		
Top (Quartile 4)	Male	40 % (37.1%)
	Female	60 % (62.9%)
Upper middle (Quartile 3)	Male	35.3% (30.6%)
	Female	64.7% (69.4%)
Lower middle (Quartile 2)	Male	17.5% (14.5%)
	Female	82.5% (85.5%)
Lower (Quartile 1)	Male	19.7% (17.7%)
	Female	80.3% (82.3%)

¹ 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.

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 18.5% 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.