

The Gender Pay Gap at Tonbridge School 2018

Median Pay Gap	
Median Male Hourly Rate	17.9571
Median Female Hourly Rate	9.8363
Median Gender Pay Gap (%)	45.22

Mean Pay Gap	
Mean Male Hourly Rate	19.7360
Mean Female Hourly Rate	13.2183
Mean Gender Pay Gap (%)	33.02

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	108	67.50	52	32.50	160	100.00
Upper Middle Quartile	91	56.88	69	43.13	160	100.00
Lower Middle Quartile	56	34.78	105	65.22	161	100.00
Lower Quartile	25	15.53	136	84.47	161	100.00
Total	280		362		642	

Tonbridge School's published pay gap headline figures are a 33.0% mean pay gap and a 45.2% median pay gap. These gaps are primarily due to the composition of staff in the School which operates as a boys' boarding school that directly employs its staff (rather than contracting-out important activities such as catering and cleaning, where many roles are part-time). Whilst the School actively encourages female and male applicants for all roles at the School, it has:

- A high proportion of males in the large teaching population, which is the highest paid group in the School;
- A high proportion of females in the large cleaning and catering populations, which are the lowest paid groups in the School; very high proportions of applicants for these roles are female.

If classroom teachers, cleaners and caterers are excluded from the Gender Pay Gap calculations, the mean pay gap for the other 350 staff at the School is 1.48% and the median pay gap is -0.41% (i.e. the median female is paid more than the median male).

The School has females in a variety of senior roles (32.5% of the highest paid employees in the School are female) and is continuing in its efforts across all functions to recruit, retain and promote females to higher paid roles, including in teaching.

The School remains committed to paying males and females who do the same job or are at the same point on the relevant salary scale (where this exists) equally.

Bonus Pay Gap

"Bonus" payments at Tonbridge School are minimal and include discretionary payments to a small number of staff, including staff at the TSC, and legacy payments to a small number of Cleaners.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
355	3	0.85

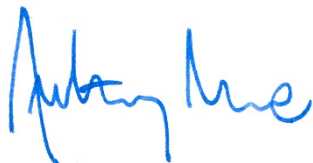
Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
456	5	1.10

Bonus Pay	
Total Bonus Pay	2,586.80
Total Bonus Pay Males	1,447.05
Total Bonus Pay Females	1,139.75

Mean Bonus Pay	
Mean Bonus Pay	323.3500
Mean Bonus Pay Males	482.3500
Mean Bonus Pay Females	227.9500
Mean Bonus Gap (%)	52.74

Median Bonus Pay	
Median Bonus Pay	248.9800
Median Bonus Pay Males	300.0000
Median Bonus Pay Females	197.9600
Median Bonus Gap (%)	34.01

I can confirm that the pay gap figures above are accurate.



Anthony Moore
Bursar and Company Secretary