



From the Bursar and
Clerk to the Governors

King's Rochester Gender Pay Gap Supporting Statement

King's Rochester is required to publish an annual Gender Pay Report in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which apply to organisations with 250 or more employees.

The figures that are required to be published are:

- The mean gender pay gap
- The median gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile band

The data used for pay gap calculations is based on the payroll period that included the snapshot date of 5th April 2018. The data was for 226 members of staff, 74 being male and 152 being female.

The report for King's Rochester is as follows:

| | |
|-----------------------|--------|
| Mean Gender Pay Gap | 24.24% |
| Median Gender Pay Gap | 34.57% |

By pay quartile:

| | 2018 | |
|-----------------------|--------|----------|
| | Male % | Female % |
| Lower Quartile | 19.3 | 80.7 |
| Middle Quartile | 26.3 | 73.7 |
| Upper Middle Quartile | 30.4 | 69.6 |
| Upper Quartile | 55.4 | 44.6 |

| | 2017 | |
|-----------------------|--------|----------|
| | Male % | Female % |
| Lower Quartile | 17.5 | 82.5 |
| Middle Quartile | 26.3 | 73.7 |
| Upper Middle Quartile | 38.6 | 61.4 |
| Upper Quartile | 57.1 | 42.9 |

For King's Rochester, the gender pay gap reflects the nature of our workforce. On the snapshot date, 67% of our staff are female and 33% are male.

King's Rochester is committed to equal opportunities for all employees and pays male and female employees equally for the same or equivalent work. All teachers are paid in accordance with our teacher pay scales and a Support Staff pay scale is in place for non-teaching roles.

Within Lower and Middle Quartiles are the majority of our catering and cleaning support staff roles. These are predominantly held by women due to the part-time and term-time nature of these roles. Our gender pay gap is affected by this under-representation of male employees in the lower and middle quartiles. Conversely the data for the Upper Quartile demonstrates a much lower pay gap. King's Rochester are committed to reduce the gender pay gap and will continue to report on this annually.

King's Rochester does not pay bonuses.

I confirm that the calculations are an accurate representation.

Diane Godwin
Bursar & Clerk to Governors
29th March 2019