

The Gender Pay Gap at Tonbridge School 2020

Median Pay Gap	
Median Male	18.1828
Median Female	10.4178
Median Gender Pay Gap (%)	42.71

Mean Pay Gap	
Mean Male Hourly Rate	20.5381
Mean Female Hourly Rate	13.6946
Mean Gender Pay Gap (%)	33.32

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	108	68.79	49	31.21	157	100.00
Upper Middle Quartile	91	57.96	66	42.04	157	100.00
Lower Middle Quartile	56	35.67	101	64.33	157	100.00
Lower Quartile	27	17.20	130	82.80	157	100.00
Total	282		346		628	

Tonbridge School's published pay gap headline figures are a 33.3% mean pay gap and a 42.7% 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 332 staff at the School is 1.4% and the median pay gap is 1.5%.

The School has females in a variety of senior roles (31% 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 Gender Pay Gap headline figures are similar to 2019 (which were a 33.5% mean pay gap and a 42.6% median pay gap).

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 generally relate to legacy payments to a small number of Cleaners. All staff who received bonus payments in the relevant period were female.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
378	0	0.00

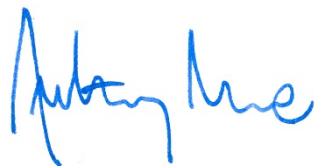
Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
473	2	0.42

Bonus Pay	
Total Bonus Pay	575.51
Total Bonus Pay Males	0.00
Total Bonus Pay Females	575.51

Mean Bonus Pay	
Mean Bonus Pay	287.7550
Mean Bonus Pay Males	N/A
Mean Bonus Pay Females	287.7550
Mean Bonus Gap (%)	N/A

Median Bonus Pay	
Median Bonus Pay	287.7550
Median Bonus Pay Males	N/A
Median Bonus Pay Females	287.7550
Median Bonus Gap (%)	N/A

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



Anthony Moore
Bursar and Company Secretary