

The Gender Pay Gap at Tonbridge School 2021

Median Pay Gap	
Median Male	18.9545
Median Female	10.2432
Median Gender Pay Gap (%)	45.96

Mean Pay Gap	
Mean Male Hourly Rate	21.0812
Mean Female Hourly Rate	13.5602
Mean Gender Pay Gap (%)	35.68

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	106	70.67	44	29.33	150	100.00
Upper Middle Quartile	86	57.33	64	42.67	150	100.00
Lower Middle Quartile	55	36.67	95	63.33	150	100.00
Lower Quartile	22	14.67	128	85.33	150	100.00
Total	269		331		600	

Tonbridge School's published pay gap headline figures are a 35.7% mean pay gap and a 46.0% 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 288 staff at the School is 3.0% and the median pay gap is 0.8%.

The School has females in a variety of senior roles (29% 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, as the School returns to more normal levels of activity following the disruption of the global pandemic. The Gender Pay Gap headline figures for 2020 were a 33.3% mean pay gap and a 42.7% 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 and the introduction of a staff "Thank You" Scheme, where staff are awarded incentivised payments to recognise exceptional effort. Several awards were made during the year, across many staff areas, in recognition of performance during the challenging pandemic period. The "Thank You" scheme has been very well received by staff.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
363	37	10.19

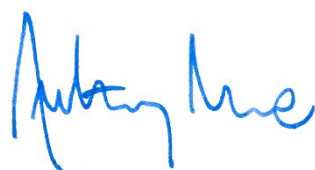
Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
455	45	9.89

Bonus Pay	
Total Bonus Pay	18,747.34
Total Bonus Pay Males	8,576.00
Total Bonus Pay Females	10,171.34

Mean Bonus Pay	
Mean Bonus Pay	228.6261
Mean Bonus Pay Males	231.7838
Mean Bonus Pay Females	226.0298
Mean Bonus Gap (%)	2.48

Median Bonus Pay	
Median Bonus Pay	221.0000
Median Bonus Pay Males	221.0000
Median Bonus Pay Females	200.0000
Median Bonus Gap (%)	9.50

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



Anthony Moore
Bursar and Company Secretary