

## The Gender Pay Gap at Tonbridge School 2022

**This is the first time this report has been generated for the School Group  
(comprising Tonbridge (Senior) School and The New Beacon)**

Median Pay Gap	
Median Male	£19.556
Median Female	£11.891
<b>Median Gender Pay Gap (%)</b>	<b>39.20</b>

Mean Pay Gap	
Mean Male Hourly Rate	£21.919
Mean Female Hourly Rate	£14.737
<b>Mean Gender Pay Gap (%)</b>	<b>32.77</b>

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	118	<b>65.19</b>	63	<b>34.81</b>	181	100.00
Upper Middle Quartile	95	<b>52.49</b>	86	<b>47.51</b>	181	100.00
Lower Middle Quartile	63	<b>34.81</b>	118	<b>65.19</b>	181	100.00
Lower Quartile	33	<b>18.23</b>	148	<b>81.77</b>	181	100.00
Total	309		415		724	

This is the first GPG report produced for the group comprising Tonbridge (Senior) School and The New Beacon school (TNB); this group is referred to as the Tonbridge School Group (TSG). The TSG's published pay gap headline figures are a 32.8% mean pay gap and a 39.2% median pay gap. These gaps are primarily due to the composition of staff in the TSG: Tonbridge (Senior) School operates as a boys' boarding school that directly employs all of its staff (including catering and cleaning); TNB contracts out some operational activities (such as catering) and employs a higher proportion of female teachers. Whilst the TSG actively encourages female and male applicants for all roles, it has:

- A high proportion of males in the large teaching population at Tonbridge (Senior) School, which is the highest paid group.
- A high proportion of females in the large cleaning and catering populations Tonbridge (Senior) School, which are the lowest paid groups; 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 365 staff at the TSG is 5.9% and the median pay gap is 4.3%.

TSG has females in a variety of senior roles (35% of the highest paid employees in TSG are female) and is continuing in its efforts across all functions to recruit, retain and promote females to higher paid roles, including in teaching.

TSG 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

The two parts of the Tonbridge School Group take different approaches to bonuses: TNB paid no bonuses in the period; Tonbridge (Senior) School not only made a number of small "Thank You" awards, but also paid a one-off Governors' Gift (of £150 for each eligible employee) in the period.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
399	252	63.16

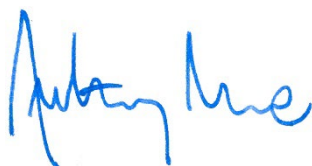
Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
532	305	57.33

Bonus Pay	
Total Bonus Pay	£101,994.51
Total Bonus Pay Males	£47,606.30
Total Bonus Pay Females	£54,388.21

Mean Bonus Pay	
Mean Bonus Pay	£183.11
Mean Bonus Pay Males	£188.91
Mean Bonus Pay Females	£178.32
<b>Mean Bonus Gap (%)</b>	<b>5.61</b>

Median Bonus Pay	
Median Bonus Pay	£150.00
Median Bonus Pay Males	£150.00
Median Bonus Pay Females	£150.00
<b>Median Bonus Gap (%)</b>	<b>0.00</b>

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



Anthony Moore  
Bursar and Company Secretary