

## The Gender Pay Gap at Tonbridge School 2023 (Including Tonbridge (Senior) School and The New Beacon)

Median Pay Gap		Mean Pay Gap	
Median Male	£18.727	Mean Male Hourly Rate	£22.527
Median Female	£12.939	Mean Female Hourly Rate	£15.735
<b>Median Gender Pay Gap (%)</b>	<b>30.90</b>	<b>Mean Gender Pay Gap (%)</b>	<b>30.15</b>

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	118	<b>64.13</b>	66	<b>35.87</b>	184	100.00
Upper Middle Quartile	90	<b>48.91</b>	94	<b>51.09</b>	184	100.00
Lower Middle Quartile	76	<b>41.30</b>	108	<b>58.70</b>	184	100.00
Lower Quartile	32	<b>17.30</b>	153	<b>82.70</b>	185	100.00
Total	316		421		737	

This represents the second year of data 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 30.2% mean pay gap and a 30.9% 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); The New Beacon contracts out many operational activities (such as catering and cleaning) 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 at Tonbridge (Senior) School, which are the lowest paid groups; 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 383 staff of the TSG is -0.48% and the median pay gap is -3.24%.

TSG has females in a variety of senior roles (36% 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.

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

Bonus payments were largely confined to a number of "Thank You" awards, 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.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
398	38	9.55

Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
521	42	8.06

Bonus Pay	
Total Bonus Pay	£19,175.59
Total Bonus Pay Males	£10,849.25
Total Bonus Pay Females	£8,326.34

Mean Bonus Pay	
Mean Bonus Pay	£239.69
Mean Bonus Pay Males	£285.51
Mean Bonus Pay Females	£198.25
<b>Mean Bonus Gap (%)</b>	<b>30.56</b>

Median Bonus Pay	
Median Bonus Pay	£224.25
Median Bonus Pay Males	£230.50
Median Bonus Pay Females	£152.50
<b>Median Bonus Gap (%)</b>	<b>33.84</b>

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



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