

The Gender Pay Gap at Tonbridge School 2024 (Including Tonbridge (Senior) School and The New Beacon)

| Median Pay Gap | | Mean Pay Gap | |
|----------------------------------|--------------|--------------------------------|--------------|
| Median Male | £20.453 | Mean Male Hourly Rate | £23.768 |
| Median Female | £13.785 | Mean Female Hourly Rate | £16.820 |
| Median Gender Pay Gap (%) | 32.60 | Mean Gender Pay Gap (%) | 29.23 |

| Pay Quartiles | | | | | | |
|-----------------------|--------|--------------|--------|--------------|--------|--------|
| | Male | | Female | | Total | |
| | Number | % | Number | % | Number | % |
| Upper Quartile | 127 | 67.91 | 60 | 32.09 | 187 | 100.00 |
| Upper Middle Quartile | 87 | 46.52 | 100 | 53.48 | 187 | 100.00 |
| Lower Middle Quartile | 70 | 37.43 | 117 | 62.57 | 187 | 100.00 |
| Lower Quartile | 34 | 18.09 | 154 | 81.91 | 188 | 100.00 |
| Total | 318 | | 431 | | 749 | |

This represents 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 29.2% mean pay gap, and a 32.6% 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 some operational activities (such as 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 391 staff of the TSG is 2.8% and the median pay gap is 1.0%.

TSG has females in a variety of senior roles (32% 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 confined to a number of "Thank You" awards, where staff are awarded incentivised payments to recognise exceptional effort, and a one-off Governors' Gift payable to all staff at TNB.

| Male Employees | | |
|----------------|-------------------------|-------------------------------|
| Total | No. Receiving Bonus Pay | Males Receiving Bonus Pay (%) |
| 391 | 65 | 16.62 |

| Female Employees | | |
|------------------|-------------------------|---------------------------------|
| Total | No. Receiving Bonus Pay | Females Receiving Bonus Pay (%) |
| 534 | 79 | 14.79 |

| Bonus Pay | |
|-------------------------|------------|
| Total Bonus Pay | £83,402.44 |
| Total Bonus Pay Males | £42,771.75 |
| Total Bonus Pay Females | £40,630.69 |

| Mean Bonus Pay | |
|---------------------------|--------------|
| Mean Bonus Pay | £579.18 |
| Mean Bonus Pay Males | £658.03 |
| Mean Bonus Pay Females | £514.31 |
| Mean Bonus Gap (%) | 21.84 |

| Median Bonus Pay | |
|-----------------------------|--------------|
| Median Bonus Pay | £437.50 |
| Median Bonus Pay Males | £425.00 |
| Median Bonus Pay Females | £450.00 |
| Median Bonus Gap (%) | -5.88 |

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



William May
Chief Operating Officer