



KINGS' SCHOOL, WINCHESTER

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08th February 2021

Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017¹ came into force on 6th April 2017.

From 2017, Kings' School is required to publish a mandatory set of figures on its own public facing website and the Government website, by 30th March of each year. This relates to the snapshot period of the 31st March of the previous year.

For the snapshot year of 31 March 2020, Kings' School figures are as follows (2019 figures in brackets):

Pay²		
Mean gender pay gap in hourly pay (men currently earn more)		28.7% (28.5%)
Median gender pay gap in hourly pay (men currently earn more)		47.0% (43.3%)
Bonus³		
Mean bonus gender pay gap (women currently earn less)		13.3% (-23.7%)
Median bonus gender pay gap (men currently earn less)		20.6% (51.7%)
Proportion of males receiving a bonus payment		6.8% (5.7%)
Proportion of females receiving a bonus payment		11.2% (11.3%)
Pay quartiles		
Top quartile	Male	44.6% (42.6%)

¹ <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

² The pay period is the period in which the relevant employer pays the relevant employee basic pay, i.e. 1 to 31 March.

³ Bonuses are included in the calculations if they have actually been received within this bonus period, i.e. the 12 month preceding the snapshot date, 1 April to 31 March.

	Female	55.4% (57.4%)
Upper middle quartile	Male	26.8% (29.1%)
	Female	73.2% (70.9%)
Lower middle quartile	Male	17.9% (12.7%)
	Female	82.1% (87.3%)
Lower quartile	Male	12.3% (14.5%)
	Female	87.7% (85.5%)

Pay

The Governing Body of Kings' School is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

The school's approach to pay is set out in the school's pay policy and the Governing Body aims to achieve equality in its pay and reward arrangements. The Governing Body ensures that teaching staff are paid the correct salary and allowances in accordance with the School Teachers' Pay and Conditions Document, a national statutory document regulating pay of teaching staff.

The Governing Body ensures that school support staff are paid the correct salary and allowances in accordance with the Employment in Hampshire County Council (EHCC) 2007 Agreement and subsequent variations. The Hay job evaluation scheme, which sits behind the EHCC agreement, provides an objective and gender neutral framework to evaluate the jobs that are carried out within the school.

Our gender pay gap of 28.7% is not as a result of paying men more than women for the same or equivalent work.

Bonus

Bonus payments indicated are for performance related payments, under which a one-off payment may be awarded to a member of staff.