

Merchant Taylors' School Gender Pay Gap Report 2021-22

Merchant Taylors' School has completed its annual gender pay gap audit in accordance with Government guidance. This identifies a mean gender pay gap of 23.52% in favour of males based on hourly rates of pay with no bonuses paid. This gender pay gap is not the result of paying men and women differently for the same equivalent work, but it reflects the roles that men and women have applied for and the salaries applicable to those roles.

At Merchant Taylors' School teachers are paid on the same scale regardless of gender and all teaching and support roles are open to male and female applicants. The mean gender pay gap for teaching staff is 7.46% in favour of males. This is not unusual for a boys only School, which continues to attract a higher proportion of male applicants for senior teaching roles. Nevertheless, there are five female staff on the Senior Leadership Team and the Head Master continues to develop and encourage female candidates.

Support staff roles are paid at hourly rates benchmarked against the local economy and on a scale developed from an external job evaluation. However, despite the School's proportionate gender balance overall, our finance, catering and administration teams have attracted more females whilst our maintenance, grounds and IT departments have attracted more male applicants. The HR Team is focussed on increasing the number of female applicants for wider roles across the School.

The School is committed to removing workplace barriers to equality and providing all employees with equal opportunities at Merchant Taylors' School, which will continue to close the gender pay gap over time.

All Staff		
Mean pay gap	23.5%	
Median pay gap	34.3%	
Pay quartiles by gender	Male	Female
Upper quartile	63.9%	36.1%
Upper middle quartile	45.8%	54.2%
Lower middle quartile	41.0%	59.0%
Lower quartile	24.1%	75.9%

Teaching Staff		
Mean pay gap	7.5%	
Median pay gap	7.4%	
Pay quartiles by gender	Male	Female
Upper quartile	70.3%	29.7%
Upper middle quartile	59.5%	40.5%
Lower middle quartile	37.8%	62.2%
Lower quartile	50.0%	50.5%

Ian Williams

Bursar

23 March 2023