

Gender Pay Gap

Merchant Taylors' School is committed to addressing workplace barriers to equality and providing all employees with equal opportunity.

The School has completed a gender pay gap audit in strict accordance with Government methodology, which identifies a mean gender pay gap of 27% in favour of males based on hourly rates of pay. 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 so far and the salaries applicable to these roles.

All support staff roles have been subjected to independent job evaluation and are paid in accordance with the score awarded, regardless of gender. Merchant Taylors' School has retained cleaning and catering functions in-house. An independent job evaluation attributed scores towards the lower end of the salary scale for many of these roles, which are paid at a lower hourly rate, yet well above the minimum wage. Applications for these roles have been made by predominantly female applicants from the local area, who value the flexibility provided.

At Merchant Taylors' School, all teachers are paid on the same scale regardless of gender and all teaching and support roles are open to male and female applicants. The gender pay gap for teaching staff is 6.13% in favour of males. As a boys only School, a high proportion of the best paid roles have attracted male teaching staff. Nevertheless, six female staff are represented on the Senior Leadership Team and every effort is made to increase this further.

However, we are not to be complacent and every effort will continue to be made to increase the number of female applicants for wider roles across the School. The gender mix of our functional teams is weighted towards females in our finance, catering and administration roles, but male in our maintenance, grounds and IT departments. This will be the focus of our future efforts to promote and safeguard equality of opportunity at Merchant Taylors' School, which will help to close the gender pay gap over time.

Gender Pay Gap

Mean Pay Gap	Hourly Rate
Male	£23.21
Female	£17.06
Mean Gender Pay Gap %	26.52

Median Pay Gap	
Male	£23.63
Female	£14.01
Median Gender Pay Gap %	40.69

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	56	70.00	24	30.00	80	100.00
Upper Middle Quartile	39	48.75	41	51.25	80	100.00
Lower Middle Quartile	29	36.25	51	63.75	80	100.00
Lower Quartile	20	25.32	59	74.68	79	100.00
Total	144		175		319	

Teaching Gender Pay Gap

Mean Pay Gap	Hourly Rate
Male	£28.10
Female	£26.38
Mean Gender Pay Gap %	6.13

Median Pay Gap	
Male	£27.51
Female	£25.15
Median Gender Pay Gap %	8.59

Pay Quartiles

	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	23	63.89	13	36.11	36	100.00
Upper Middle Quartile	27	72.97	10	27.03	37	100.00
Lower Middle Quartile	18	48.65	19	51.35	37	100.00
Lower Quartile	21	58.33	15	41.67	36	100.00
Total	89		57		146	