



Gender Pay Gap Report

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 25% in favour of male employees based on hourly rates of pay. Further analysis has been undertaken to identify the underlying factors.

It is important to note that the gender pay gap does not stem from paying men and women differently for the same equivalent work. Rather, the gender pay gap is the result of the roles in which men and women work within the School and the salaries that these roles attract. 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. All support staff roles have been subjected to independent job evaluation and are paid in accordance with the score awarded, regardless of gender.

As a boys only School, a high proportion of the best paid roles have attracted male teaching staff. Nevertheless, every effort is made to attract female applicants for appointments on the Senior Leadership Team.

In contrast to other schools, Merchant Taylors' has retained cleaning and catering functions in-house. During independent job evaluation these roles were awarded scores towards the lower end of the salary scale. They are therefore paid at a lower hourly rate, yet one which remains well above the minimum wage. The part time hours and flexible working arrangements continue to attract a high proportion of female applicants, who provide dedicated and loyal service to the School in these vital support roles. Whilst outsourcing the catering and cleaning functions would reduce our mean gender pay gap to 9.3%, we do not feel that this would benefit our female employees or the School in any way. Our gender pay gap reflects the provision of employment to the local community during hours that suit the work life balance of our dedicated female employees.

However, we must not 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 exclusively 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 close the pay gap over time.

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Mean Pay Gap		Hourly Rate	Median Pay Gap		
Male		£21.24	Male		£22.10
Female		£15.85	Female		£13.43
Mean Gender Pay Gap %		25.36	Median Gender Pay Gap %		39.24

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	41	53.25	36	46.75	77	100.00
Upper Middle Quartile	33	40.24	49	59.76	82	100.00
Lower Middle Quartile	23	28.05	59	71.95	82	100.00
Lower Quartile	22	26.83	60	73.17	82	100.00
Total	119		204		323	

Teaching Gender Pay Gap

Mean Pay Gap		Hourly Rate	Median Pay Gap		
Male		£26.76	Male		£25.78
Female		£23.99	Female		£24.11
Mean Gender Pay Gap %		10.33	Median Gender Pay Gap %		6.50

Pay Quartiles

	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	27	79.41	7	20.59	34	100.00
Upper Middle Quartile	17	51.52	16	48.48	33	100.00
Lower Middle Quartile	21	60.00	14	40.00	35	100.00
Lower Quartile	17	48.57	18	51.43	35	100.00
Total	82		55		137	

Support Staff (Exc Catering & Cleaning) Gender Pay Gap

Mean Pay Gap	Hourly Rate	Median Pay Gap	
Male	£15.26	Male	£13.23
Female	£13.84	Female	£12.94
Mean Gender Pay Gap %	9.27	Median Gender Pay Gap %	2.20

Pay Quartiles

	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	17	53.13	15	46.88	32	100.00
Upper Middle Quartile	12	37.50	20	62.50	32	100.00
Lower Middle Quartile	8	25.00	24	75.00	32	100.00
Lower Quartile	16	50.00	16	50.00	32	100.00
Total	53		75		128	