

## Gender Pay Gap Report 2023-24

Merchant Taylors' School has conducted its annual gender pay gap audit in line with Government guidelines. The audit reveals a mean gender pay gap of 21% in favour of males, based on hourly pay rates with no bonuses included. This gap is not due to unequal pay for equivalent work but rather reflects the roles that men and women have applied for and the corresponding salaries.

At Merchant Taylors' School, all roles are open to both male and female applicants, and employees are paid on the same scale regardless of gender. The School employs a higher percentage of females (59%) compared to males and continues to promote and recruit based on merit. The Head Master remains dedicated to fostering the growth and advancement of female candidates.

Support staff positions are remunerated at hourly rates that are benchmarked against the local economy and determined by a scale derived from an external job evaluation. Despite the School's overall gender balance, our finance, catering, and administration teams have attracted more females, while our maintenance, and IT departments have attracted more males.

The HR Team is committed to enhancing the representation of female applicants across a broader spectrum of roles within the School. The School is steadfast in its dedication to eliminating workplace barriers to equality and ensuring all employees have equal opportunities, thereby contributing to the gradual closure of the gender pay gap.

All Staff		
Mean pay gap	21.00% (2022/23 23.60%)	
Median pay gap	36.30% (2022/23 38.28%)	
Pay quartiles by gender	Male	Female
Upper quartile	55.56%	44.44%
Upper middle quartile	48.89%	51.11%
Lower middle quartile	37.78%	62.22%
Lower quartile	23.33%	76.67%

Ian Williams

Bursar