

# Gender Pay Gap Report

## 2024-25

Merchant Taylors' School has completed its annual gender pay gap analysis in accordance with Government requirements. The findings show a mean gender pay gap of 20.5% in favour of men, based on hourly pay rates excluding bonuses. This gap has continued to narrow each year. The disparity does not stem from unequal pay for comparable roles; rather, it reflects the types of positions men and women apply for and the associated salary levels.

All positions at Merchant Taylors' School are open to applicants of any gender, and staff are paid according to the same scales. The School employs a higher proportion of women (54%) and continues to recruit and promote strictly on merit. The Head Master remains committed to supporting the development and progression of female candidates.

Support staff roles are paid at hourly rates aligned with the local market and determined through an external job-evaluation framework. While the School maintains a broadly balanced workforce, certain functions—such as finance, catering, and administration tend to attract more women, whereas maintenance, grounds and IT roles attract more men.

The HR Team is focused on increasing female representation across a wider range of roles. The School remains dedicated to removing barriers to equality and ensuring fair opportunities for all employees, supporting ongoing progress toward closing the gender pay gap over time.

| All Staff      |  |
|----------------|--|
| Mean pay gap   | 20.50% (2023/24 21.00%) (2022/23 23.60%) |
| Median pay gap | 33.93% (2023/24 36.30%) (2022/23 38.28%) |

| Pay quartiles by gender | Male   | Female |
|-------------------------|--------|--------|
| Upper quartile          | 58.44% | 41.56% |
| Upper middle quartile   | 50.65% | 49.35% |
| Lower middle quartile   | 44.16% | 55.84% |
| Lower quartile          | 24.36% | 75.64% |