



## Gender Pay Gap Report 2023

### Average Pay Gaps

Average Mean Hourly Pay Gap	14.7%
Average Median Hourly Pay Gap	22.5%
Average Mean Bonus Pay Gap	0%

### Pay Quartiles

	<u>Women</u>	<u>Men</u>
Upper Quartile	46.1%	53.9%
Upper Middle Quartile	69.7%	30.3%
Lower Middle Quartile	68.0%	32.0%
Lower Quartile	72.4%	27.6%

### Commentary

Kimbolton School has a fair selection and equal opportunities recruitment policy and is satisfied that access to appointments and rates of pay are fair and appropriate, regardless of gender.

Domestic, catering services and administrative functions, categorised primarily in the lower and lower middle quartiles, offer flexible working opportunities regardless of gender or any other protected characteristic. These roles attract predominantly female applicants and as a consequence, materially contribute to the gender pay gap reported.

Teaching staff are paid according to Teacher Pay Scales dependent upon qualification, experience and responsibility, not their gender. Non-teaching staff roles are externally benchmarked and reviewed, and Pay Scales are used to ensure roles are paid at both fair and competitive rates, regardless of gender.

Our Board of Governors comprises 7 women and 7 men (prior year 6 women and 9 men).

The School is committed to providing equal opportunities across the School and has an Equality, Diversity and Inclusion Policy.

There is no Bonus Gap to report as no bonuses were awarded during the period.

**Jennifer Agnew**  
Bursar  
27 March 2024