



Gender Pay Gap Report 2025

Average Pay Gaps

Average Mean Hourly Pay Gap	10.3%
Average Median Hourly Pay Gap	8.9%
Average Mean Bonus Pay Gap	0%

Pay Quartiles

	<u>Women</u>	<u>Men</u>
Upper Quartile	47.8%	52.2%
Upper Middle Quartile	70.1%	29.9%
Lower Middle Quartile	68.7%	31.3%
Lower Quartile	71.6%	28.4%

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.

Both the Mean and Median gaps have reduced significantly from 2024 to 2025 mainly due to senior leadership appointments filled by female applicants.

Our Board of Governors comprises 7 women and 7 men.

The School is committed to providing equal opportunities across the School and has both an Equal Opportunities Policy and an Equality, Diversity and Inclusion (EDI) Policy.

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

Jennifer Agnew
Bursar
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