

John Attwater
Principal

28 March 2024



King's Ely: Gender Pay Gap Report – April 2023

King's Ely is required to publish a Gender Pay Gap Report by 4 April 2024 in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

King's Ely's Gender Pay Gap reporting figures are:

Proportion of Female to Male Employees:	Female: 68.1%	Male: 31.9 %
Gender Pay Gap Median and Mean:	Median: 28.6%	Mean: 16.5%

	Quartiles			
	Lower	Lower Middle	Upper Middle	Upper
Male	19.8%	36.3%	33.3%	50.5%
Female	80.2%	63.7%	66.7%	49.5%

Percentage of Men and Women Receiving Bonus Pay:	Female: 63.0%	Male: 37.0%
Gender Pay Gap Median and Mean for Bonus Pay:	Median: 60.0%	Mean: 47.9%

The staff complement at School does mean there is a salary distinction between academic staff and those in administrative and other support roles. Gender Pay Gap Reporting nationwide seems to suggest this is the same in the vast majority of schools where in effect each department is a different "industry", where it is clear some functions are more traditionally undertaken by male staff, others female staff. We do not impose any gender stipulation in any role except perhaps in a very small number of cases where we generally need to employ a female to look after a girls' boarding house and a male to look after a boys' boarding house.

Academic staff, irrespective of gender, are paid according to a series of salary scales, with different pay ranges dependent on which section of the school they work in (Senior, Prep, prep-Prep/Nursery,

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Fairstead). The academic salary scales work on the basis of an automatic, annual incremental increase up to a certain ceiling, with each year's progression representing a further year of teaching experience from initial qualification/recruitment.

Support staff are paid at an annual salary or an hourly rate appropriate to each specific role based upon local/regional norms for the type of work. The rates of pay are irrespective of gender.

The high percentages of female employees in the lower and lower middle quartiles are mainly our in-house domestic and catering staff, roles which seem to attract many more female applicants than male.

I confirm the calculations are an accurate representation of our position as of 4 April 2024.

A handwritten signature in black ink, appearing to read 'J. Attwater', with a stylized flourish at the end.

Mr John Attwater
Principal