

Gender Pay Gap Report 2022-23

Merchant Taylors' School has completed an annual gender pay gap audit in accordance with Government guidance. This identifies a mean gender pay gap of 23.6% in favour of males based on hourly rates of pay. This gender pay gap reflects the roles that men and women have applied for and the salaries applicable to those roles.

At Merchant Taylors' School, Teachers and Support Staff are paid on a scale regardless of gender and all teaching and support roles are open to male and female applicants. The mean gender pay gap for teaching staff is 7.5% in favour of males. This is not unusual for a boys school, which continues to attract a higher proportion of male applicants for senior teaching roles. Nevertheless, there are six female staff on the Senior Leadership Team and the Head Master continues to develop and encourage female candidates.

The School employs a higher percentage of females across teaching and support (58%) compared to men and the School continues to promote and recruit on merit. Support staff roles are paid at hourly rates benchmarked with the local economy and on a scale developed from an external job evaluation. Despite the School's proportionate gender balance overall, our finance, catering and administration teams have attracted more females whilst our maintenance, grounds and IT departments have attracted more male applicants. The HR Team is focussed on increasing the number of female applicants for wider roles across the School and the recent appointment of two female grounds staff is a promising sign.

The School is committed to removing workplace barriers to equality and providing all employees with equal opportunities at Merchant Taylors' School, which should continue to close the gender pay gap over time.

All Staff		
Mean pay gap	23.60%	
Median pay gap	38.28%	
Pay quartiles by gender	Male	Female
Upper quartile	62.8%	37.2%
Upper middle quartile	48.8%	51.2%
Lower middle quartile	29.9%	70.1%
Lower quartile	28.7%	71.3%

Teaching Staff		
Mean pay gap	7.5%	
Median pay gap	2.49%	
Pay quartiles by gender	Male	Female
Upper quartile	66.7%	33.3%
Upper middle quartile	56.4%	43.6%
Lower middle quartile	36.8%	63.2%
Lower quartile	50.0%	50.0%

Ian Williams

Bursar

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