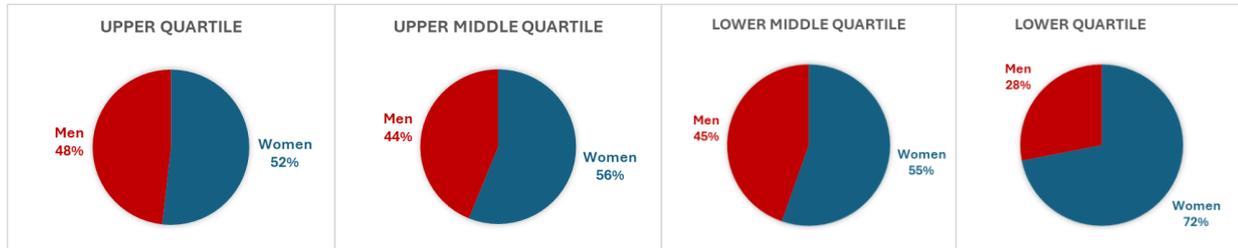




Gender Pay Gap Overview (April 2025)

At Kingston Grammar School, women make up 58% of our overall workforce and 45% of our leadership roles. We are proud that both women and men are well represented across teaching, support and leadership positions, this can be seen in three out of the four pay quartile graphs below:



While men and women are evenly represented in the upper three quartiles, women make up a significantly higher proportion of employees in our lower quartile in roles such as invigilators and cleaners. Having a greater concentration of women in the lower quartile has affected both our mean (10.67%) and median (18.76%) gender pay gap as it lowers the typical pay for one gender.

At Kingston Grammar School, teaching staff are paid according to a salary scale, with each scale representing the level of experience and responsibility they hold. They progress through the scale points in line with our pay policy in a fair and transparent way. Support staff scale points reflect their role, qualifications, and level of experience. Progression is applied consistently to all staff in line with our commitment to equal pay for the same or similar work, regardless of gender. In the last year, 1.37% of women and 1.88% of men received a bonus. Bonuses can be awarded to leadership positions at the discretion of the governors, recognising exceptional contributions to the school. This year, the reported mean and median gender bonus gap was 97%. This figure is heavily influenced by the very small number of bonuses awarded in this category, just a handful annually, making it particularly sensitive to individual circumstances. This extreme gap does not indicate systemic bias in bonus criteria, which are applied equally based on performance and school priorities. With so few awards, one or two recipients can skew the metric disproportionately.

Steps we are taking to address and reduce the gender pay gap

The school will continue to encourage a balanced distribution of men and women across higher paid and leadership roles, as well as supporting part time routes within the organisation. We do this by operating a fair recruitment policy that applies equally to all candidates. We ensure that job descriptions and person specifications are written to avoid bias and we use mixed gender panels where possible to support decision making. These practices ensure that men and women have equal opportunity to enter and progress within the school.

For our current staff, we offer regular training and development opportunities for both teaching and support staff, enabling employees to build skills and progress their careers. We also actively support working parents by offering enhanced maternity and paternity arrangements, which supports parents to remain in the workforce.

We are committed to being an inclusive employer that values and rewards the contribution of all staff, regardless of gender. We hope that our fair and structured policies continue to support equal opportunities and contribute to a narrowing of our gender pay gap over time.