

Gender Pay Gap Report 2020-21

The School is committed to removing workplace barriers to equality and providing all employees with equal opportunities.

The School has completed a gender pay gap audit in strict accordance with Government methodology, which identifies a mean gender pay gap of 23.58% in favour of males based on hourly rates of pay. This gender pay gap is not the result of paying men and women differently for the same equivalent work, but it reflects the roles that men and women have applied for and the salaries applicable to these roles. Merchant Taylors' School employs more than 250 people and is therefore required by law to publish an annual gender pay gap report.

At Merchant Taylors' School, all teachers are paid on the same 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 5.91% in favour of males. As a boys only School, a high proportion of the best paid roles have attracted male teaching staff. Nevertheless, six female staff are represented on the Senior Leadership Team and every effort is made to increase this further.

All support staff roles are paid at an hourly rate appropriate for the role. These roles have been externally evaluated and then benchmarked against local roles in the education sector and, where appropriate, more widely.

Overall the pay gap is reducing year on year and the school will continue to close this gap. Despite having a varied gender mix, some of our functional teams are weighted towards females in finance, catering and administration roles, and towards males in our maintenance, grounds and IT departments. We will endeavour to increase the number of female applicants for wider roles across the school.

The School will continue to focus effort on promoting equality of opportunity at Merchant Taylors' School, which will help to close the gender pay gap over time.

All Staff		
Mean pay gap	23.6%	
Median pay gap	34.5%	
Pay quartiles by gender	Male	Female
Upper quartile	69.0%	31.0%
Upper middle quartile	46.4%	53.6%
Lower middle quartile	41.7%	58.3%
Lower quartile	18.8%	81.2%

Teaching Staff		
Mean pay gap	5.9%	
Median pay gap	8.6%	
Pay quartiles by gender	Male	Female
Upper quartile	68.4%	31.6%
Upper middle quartile	63.2%	36.8%
Lower middle quartile	36.8%	63.2%
Lower quartile	56.8%	43.2%

Ian Williams

Bursar

23 March 2022