



Gender Pay Gap Report

As an employer with over 250 employees Thomas's London Day Schools is required to submit a Gender Pay Gap Report on our website and on the government's online reporting service by 5th October 2021. The data snapshot below is as at 5th April 2020.

The results for Thomas's London Day Schools are:-

Mean gender pay gap	6.94%
Median gender pay gap	4.82%
Mean bonus gender pay gap	16.31%
Median bonus gender pay gap	60.64%
Proportion of males receiving a bonus payment	8.22%
Proportion of females receiving a bonus payment	15.09%

The proportion of males and females in each quartile are as follows:-

	Mean Hourly Rate	Median Hourly Rate	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Male	21.73	21.14	30	25	24	37	116
Female	20.22	20.12	102	106	107	94	409
			132	131	131	131	525

Male			22.73%	19.08%	18.32%	28.24%	22.09%
Female			77.27%	80.92%	81.68%	71.76%	77.91%

Explanatory Notes

Thomas's is committed to ensuring that all staff receive equal pay for equal work regardless of gender.

Mean and Median Bonus Pay Gap

The mean and median bonus pay gap appear to be high given there are more females receiving a bonus payment. This can be explained as follows:-

- Bonuses have been awarded since 2011 annually to high performing teachers on the T3 pay scale and teaching assistants on the U4.10 pay scale.
- The reason that more females receive the bonus than males is because all of our teaching assistants who are on the top end of the salary scale are female.
- The bonus payment paid to teaching assistants at the top of the salary scale is less than the bonus paid to qualified teachers on the T3 scale.
- The bonus payment for both teachers and teaching assistants is paid pro-rata for part-time employees. The percentage of those who are part time is 26% and are predominantly female.

This bonus scheme came to an end on 31st August 2019

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tobyn Thomas
Principal