



## 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 4<sup>th</sup> April 2024. The data snapshot below is as at 5<sup>th</sup> April 2023.

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

Mean gender pay gap	4.13%
Median gender pay gap	-1.91%
Mean bonus gender pay gap	0.92%
Median bonus gender pay gap	-6.37%
Proportion of males receiving a bonus payment	1.82%
Proportion of females receiving a bonus payment	2.56%

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	23.52	21.98	30	33	20	41	124
Female	22.55	22.40	97	94	107	86	384
			127	127	127	127	508

Male			23.62%	25.98%	15.75%	32.28%	24.41%
Female			76.38%	74.02%	84.25%	67.72%	75.59%

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

### 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