

Gender Pay Gap reporting 2016-17

TBGS Gender pay gap calculations	2016-17		
Mean gender pay gap in hourly pay			
Percentage difference		21.5%	
Median gender pay gap in hourly rate			
Percentage difference in median		44.2%	
Percentage of employees who received bonus pay			
Male		0.0%	
Female		0.0%	
Employees by pay quartiles			
		% Males	% females
Upper quartile		60.3%	39.7%
Upper middle quartile		48.7%	51.3%
Lower middle quartile		40.3%	59.7%
Lower quartile		33.3%	66.7%
Number of employees within organisation			250-499

Information to support published information

Torquay Boys' Grammar School Trust consists of two secondary schools. The mean pay difference is due to each having a male principal and a higher number of males in the senior leadership teams. There is equal pay within posts but appointments are made to the best person for the role.

The upper middle quartile predominantly represents the teaching roles in school and here the difference can be seen to be negligible.

The median difference is due to the percentage of females in the lower quartiles being significantly higher. Male and females do all roles and have equal pay but the number of females is higher in the support staff roles.