

The Gender Pay Gap at Tonbridge School 2025 (Including Tonbridge (Senior) School and The New Beacon)

Median Pay Gap	
Median Male	£21.238
Median Female	£14.802
Median Gender Pay Gap (%)	30.30

Mean Pay Gap	
Mean Male Hourly Rate	£25.018
Mean Female Hourly Rate	£17.948
Mean Gender Pay Gap (%)	28.26

Pay Quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	124	67.39	60	32.61	184	100.00
Upper Middle Quartile	84	45.41	101	54.59	185	100.00
Lower Middle Quartile	79	42.70	106	57.30	185	100.00
Lower Quartile	28	15.14	157	84.86	185	100.00
Total	315		424		739	

This represents data for the group comprising Tonbridge (Senior) School and The New Beacon School (TNB); this group is referred to as the Tonbridge School Group (TSG). The TSG's published pay gap headline figures are a 28.3% mean pay gap, and a 30.3% median pay gap. These gaps are primarily due to the composition of staff in the TSG: Tonbridge (Senior) School operates as a boys' boarding school that directly employs all of its staff (including catering and cleaning); The New Beacon contracts out some operational activities (such as cleaning) and employs a higher proportion of female teachers. Whilst the TSG actively encourages female and male applicants for all roles, it has:

- A high proportion of males in the large teaching population at Tonbridge (Senior) School, which is the highest paid group.
- A high proportion of females in the large cleaning and catering populations at Tonbridge (Senior) School, which are the lowest paid groups; high proportions of applicants for these roles are female.

If classroom teachers, cleaners and caterers are excluded from the Gender Pay Gap calculations, the mean pay gap for the other 394 staff of the TSG is 4.1% and the median pay gap is -0.1%.

TSG has females in a variety of senior roles (33% of the highest paid employees in TSG are female) and is continuing in its efforts across all functions to recruit, retain and promote females to higher paid roles.

TSG remains committed to paying males and females who do the same job or are at the same point on the relevant salary scale (where this exists), equally.

Bonus Pay Gap

Bonus payments were largely confined to “Thank You” awards, where staff are awarded incentivised payments to recognise exceptional effort.

Male Employees		
Total	No. Receiving Bonus Pay	Males Receiving Bonus Pay (%)
392	21	5.36

Female Employees		
Total	No. Receiving Bonus Pay	Females Receiving Bonus Pay (%)
522	24	4.60

Bonus Pay	
Total Bonus Pay	13,028.49
Total Bonus Pay Males	5,883.12
Total Bonus Pay Females	7,145.37

Mean Bonus Pay	
Mean Bonus Pay	289.5220
Mean Bonus Pay Males	280.1486
Mean Bonus Pay Females	297.7238
Mean Bonus Gap (%)	-6.27

Median Bonus Pay	
Median Bonus Pay	208.4800
Median Bonus Pay Males	208.4800
Median Bonus Pay Females	200.5250
Median Bonus Gap (%)	3.82

I can confirm that the pay gap figures above are accurate.



William May
Chief Operating Officer