



ROEDEAN

Roedean School Gender Pay Gap Report 2017

Background and Requirements

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all organisations with more than 250 employees are required to publish the difference in pay between their male and female employees.

This Gender Pay Gap Report shows the difference between male and female average earnings, and is expressed as a percentage of male earnings.

There are further key definitions for this report:

The mean gender pay gap - the measure of the difference between the mean hourly rate of pay of male and female members of staff.

The median gender pay gap – the measure of the difference between the median hourly rate of pay of male and female members of staff.

Key Information

The Report is based on data as at 5th April 2017 at which point Roedean employed 266 full-pay relevant employees, of which 32 % were male and 68 % female.

	Total	Comment
Gender Pay Gap - Mean	8.3 %	Significantly below national average 18.1 %
Gender Pay Gap - Median	-15.8 %	Overall women are paid more than men reflecting the differing numbers and roles of men and women

	Total	Comment
Bonus Gender Pay Gap - Mean	100 %	Bonuses are non-contractual, and two male employees were paid bonuses during the year based on performance.
Bonus Gender Pay Gap - Median	100 %	
Proportion in receipt of bonus - Male	2 %	
Proportion in receipt of bonus - Female	0 %	

	Female	Male
Upper Quartile	65 %	35 %
Upper Middle Quartile	78 %	22 %
Lower Middle Quartile	61 %	39 %
Lower Quartile	70 %	30 %
Total	68 %	32 %

Commentary

Roedean School is committed to being inclusive as we see the diverse population of both pupils and staff as one of the School's greatest strengths. In order to ensure everyone can thrive and meet their full potential it is essential that inclusion and equality of opportunity be at the core of all the School's activities, including pay and terms and conditions.

The data above reflects the fact that the School's Gender Pay Gap is significantly lower than the UK average for all employees which is 18.1%. In addition, the proportion of males and females across each quartile is relatively stable indicating that the roles are awarded evenly.

The School operates incremental pay scales for both teaching and support staff, and these scales take account of seniority of role, experience, professional performance and contribution to school life above and beyond one's role. This system ensures that roles are awarded evenly at all levels, and equal rates are payable irrespective of gender or other characteristics. The rates of pay are regularly reviewed against national averages via participation in research and surveys.

There are no contractual bonus payments, with any bonuses being awarded on the basis of recognition of performance, and in the twelve month period to 5th April 2017 only two members of staff were awarded bonuses, both of which were male. In the previous twelve month period four bonuses were awarded, two male and two female, so the pay gap in that year was 0%.

Actions to address the Gender Pay Gap

In order to ensure that the Gender Pay Gap remains at a low level, and with the target of reducing even further, the School will continue to ensure equality of pay and opportunity, and review its pay structures in line with best practice. The School will always recruit the best individual for a role, regardless of gender or any other qualities, and promote a positive gender balance for all appointments.

Declaration

I confirm that the calculations accurately reflect the School's position as at 5th April 2017, and comply with the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Rogers Sanders OBE
Chair of Council