

## Gender Pay Gap Report

April 2019

Newcastle upon Tyne Royal Grammar School (RGS) has long had a reputation as a premier independent school in the North East. A boys' school since its foundation in 1525, girls were admitted to the Sixth Form in 2001 and the school became fully co-educational in September 2006.

Following the introduction of new regulations under the Equality Act 2010 employers with 250 or more employees must publish data on their gender pay gap, which is defined as the difference in the average hourly rate of pay of men and women. This is not the same as Equal Pay, which compares the pay between men and women who carry out the same or similar jobs. This is the first year that the number of employees at the RGS has exceeded the 250 employee threshold for reporting. The school is committed to diversity and equal opportunities and selects employees solely on merit. The RGS is committed to fair treatment and remuneration for all and feels it is important to be open and transparent in these matters.

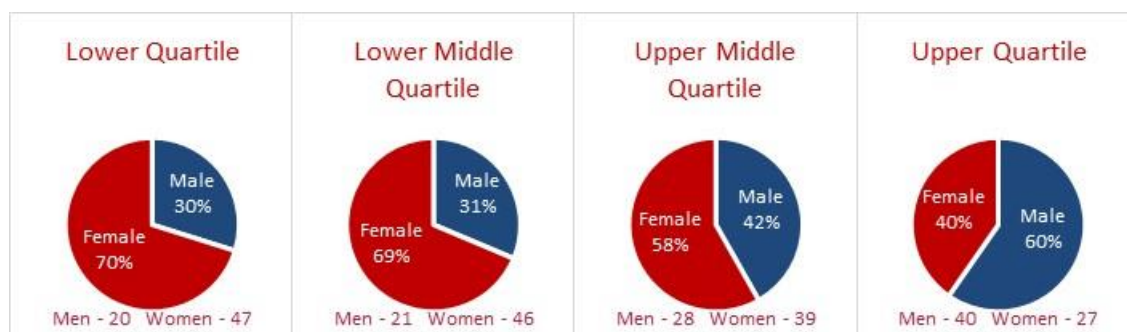
The following gender pay gap calculations are based on employees of the school as at 5 April 2019. There are 146 teaching staff and 122 support staff. No bonuses are paid to staff, so there is no information on bonuses to report.

For all staff the Mean Gender Pay Gap is 22.3% (2017: 24.5%)  
the Median Gender Pay Gap is 31.4% (2017: 37.3%)

For teaching staff the Mean Gender Pay Gap is 11.4% (2017: 17%)  
the Median Gender Pay Gap is 10.8% (2017: 12%)

For support staff the Mean Gender Pay Gap is 6.1% (2017: 11%)  
the Median Gender Pay Gap is 4.8% (2017: 9%)

The distribution of male and female employees in each quartile pay group is shown below.



Considerable progress has been made to increase the number of female teaching staff since the school went co-educational and the teaching staff are now split 48%:52% in favour of female staff. In recent years there has been substantial progress towards reducing the gender pay gap across the school with more female staff in senior positions.

I confirm that the data reported is accurate.

**Dr Michael Pitkethly**

Bursar

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