

## Gender Pay Gap

Regulations require larger employers to analyse and report their Gender Pay Gap which involves calculating and comparing average rates of pay for male and female employees. **It is not a comparison of pay rates for men and women doing the same work, work rated as equivalent or work of equal value.** The Regulations apply to all organisations with 250 or more relevant employees as at 5th April 2019 and require a snapshot of the pay data at that date.

The key figures at the Royal Hospital School (RHS) for 5<sup>th</sup> April 2019 are shown in the table below:-

	Number		Mean	Median	Upper Quartile		Upper Middle Quartile		Lower Middle Quarter		Lower Quartile	
	Male	Female	Pay Gap %	Pay Gap %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Teachers	56	54	11.5	8.8	71.4	28.6	48.1	51.9	37.0	63.0	46.4	53.6
Support Staff	45	107	23.0	17.8	47.4	52.6	34.2	65.8	36.8	63.2	0.0	100.0
Whole School	101	161	29.3	74.8	60.6	39.4	44.6	55.4	32.3	67.7	16.7	83.3

This compares to the position as at 5<sup>th</sup> April 2018 shown in the table below:-

	Number		Mean	Median	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Pay Gap %	Pay Gap %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
Teachers	57	56	7.7	10.0	64.3	35.7	58.6	41.4	32.1	67.9	46.4	53.6
Support Staff	49	115	19.3	26.4	41.5	58.5	39.0	61.0	39.0	61.0	0.0	100.0
Whole School	106	171	22.6	66.4	57.1	42.9	39.1	60.9	43.5	56.5	13.0	87.0

At RHS the Gender Pay Gap reflects the average paid to men and women regardless of their specific roles and in order to better understand the headline figures we have set out the Gender Pay Gap relating to Teaching Staff and Support Staff separately.

Women make up the majority of our workforce (61%) and hold a significant proportion of senior positions, however 66% of our female employees work as Support Staff with 28% employed as cleaners and laundry staff attracting lower hourly pay rates and this materially impacts both the Mean and Median headline calculations. In many schools such activities are contracted out to external service providers and were that to be the case at RHS the Mean Pay Gap would be 11% and the Median Pay Gap would be 25% (and the number of employees would fall to 217 well below the 250 reporting threshold). In such circumstances the Support Staff Mean Pay Gap would be 0.6% and the Support Staff Median Pay Gap would be 2.8%. It is pleasing to report that the Median Pay Gap for our Teaching Staff has reduced to 8.8% and for Support Staff to 17.8%.

RHS is committed to treating all staff, male and female, equally when considering pay and conditions within job roles to ensure that all staff receive a fair and competitive rate of pay for the work which they do. Furthermore, as part of our strategic aim of adopting a highly effective approach for recruiting, retaining, developing and rewarding our staff we regularly review our salary bandings for our teaching staff and benchmark pay for our support staff.

We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our Gender Pay Gap is largely explained by the wide diversity of roles in our workforce and our decision to keep our cleaning and laundry staff in house rather than to outsource that work. However, we also acknowledge that in some part it reflects societal and systemic trends which impact on women progressing to higher paid roles and in that respect the School continues to be mindful of how future decisions relating to pay and conditions may impact on the Gender Pay Gap.

I confirm that the calculations are an accurate representation of our Gender Pay Gap as at 5th April 2019.

**Tony McNiff**  
Director of Finance and Operations