

Gender Pay Gap Report 2019

Introduction

This is the third year that the Royal Russell ('the School') has published a Gender Pay Gap report, analysing its staff data at the snapshot date of 5 April 2019 for three of the four specified measures. There were no bonuses paid to staff so the fourth measure (the difference between the mean and median rates of bonuses paid to male and female employees) was not reported.

The gender pay gap is defined as a measure of the difference between the average earnings of men and women in the School regardless of job role. It is a broad measure of pay variations resulting from the differences in the sorts of jobs performed by men and women. It is not a measure of equal pay which is about ensuring that men and women are paid the same for similar work.

Royal Russell School employs all staff directly and does not outsource any provision to external companies or contractors. This means that the gender pay gap data represented in this paper is an accurate reflection of all employees working at Royal Russell School.

Gender Pay Gap results at 5 April 2019

Measure 1 – The proportions of male and female employees in each quartile of the 4 pay bands (calculated by dividing the pay structure into 4 equal pay bands).

The distribution of male and female staff within each pay quartile at 5 April 2019 is set out in the table below and compared to the previous two years and shows a 14.5% increase in the number of staff over the period. The number of male staff increased by 29% against a 7% increase in the number of female staff.

	2017		2018		2019	
	No of Males/%	No of Females/%	No of Males/%	No of Females/%	No of Males/%	No of Females/%
Upper quartile	40/51%	38/49%	43/52%	39/48%	50/57%	38/43%
Upper middle quartile	17/22%	60/78%	19/23%	64/77%	21/24%	68/76%
Lower middle quartile	19/25%	58/75%	22/27%	59/73%	25/28%	64/72%
Lower quartile	26/34%	51/66%	31/38%	50/62%	36/41%	52/59%
Total	102/33%	207/67%	115/35%	212/65%	132/37%	222/63%

There was an increase in the proportion of men employed in both the upper and lower quartiles. In the top quartile 57% of posts were occupied by men compared to 51% in 2017 and the lowest quartile had 41% males compared to 34% in 2017. This continued the trends seen in last year's report.

In order to understand this change in distribution, the staff appointments in the highest quartile in the year up to 5 April 2019 were analysed. These showed that, despite 10 male staff being appointed compared to 2 female staff, there was an almost equal distribution of males and females in management positions in this quartile. The increase in the number of men in the lowest quartile made the split between genders in this quartile less marked than in the previous two years and may arise from the School's policy to improve its lowest pay rates.

Measure 2 & 3 – The difference between the mean and median hourly rate of pay between male and female employees (calculated by taking the mean and median average of total female pay as a percentage of total male pay).

The table below sets out the differences between the mean and median hourly rates of pay of male and female employees at Royal Russell School.

Gross hourly rate of pay and difference between rates by gender			
	Male	Female	Difference
Count	132	222	
Mean	£19.41	£16.76	14%
Median	£19.98	£17.21	14%

The School's rate of 14% compares favourably with the UK average of 17.3% and the rate of 23.2% in the Education sector as reported by the ONS and shown in the table below.

Mean and median rates for all staff over the period 2017-2019			
Date	Mean-all staff	Median-all staff	ONS-all staff
5 April 2019	14%	14%	17.3%
5 April 2018	10%	9%	17.8%
5 April 2017	15%	11%	18.4%

Pay for the 124 teaching and academic staff, including Heads of Department, who constitute a significant proportion of the total number of staff were analysed to check for potential bias. These posts occupy the upper middle quartile but also part of the quartiles above and below.

There were 79 female staff in these roles compared to 45 males, but female staff were more likely to occupy part-time roles (31% against 15% males). However those female staff were spread throughout the pay scale in contrast to the Government's explanation that the gender pay gap is due to women occupying more part-time roles on lower pay rates.

The 13 new teaching appointments in this period (9 female and 4 male) were appointed throughout the pay scale, with 5 new joiners appointed as experienced teachers on the higher part of the scale, with 4 of these employees female. Therefore the pay offered to new staff at recruitment is offered fairly regardless of gender.

Further analysis of the pay points of teaching staff demonstrated that there was an equal distribution at the highest pay point (27 female staff on that point compared to 23 males), and there

were 17 female staff on the remaining higher pay grades compared to 9 male teachers, which is approximately in line with the overall distribution of male and female staff.

Conclusion

Royal Russell School is confident that all staff are treated fairly on appointment and offered an appropriate pay rate regardless of gender. The School's recruitment processes objectively test candidates against defined selection criteria and new staff are appointed to the appropriate point on the teaching or support staff pay scale in line with the responsibilities of the role regardless of gender.

The School continues to ensure that all staff are treated equally throughout their careers at the School and any progression on the scale whilst in post is determined independently using a fair and transparent process. The gender pay gap reported here is not due to men and women being paid at different rates for the same or equivalent work, but is caused by the distribution of male and female employees throughout the School and the nature of the roles undertaken.

The information in the Gender Pay Gap report continues to be used to determine the School's ongoing strategy and actions to address any differences in pay rates between genders. Our action plan includes:

- a further review of our family friendly policies to attract and retain staff,
- ensuring that our culture encourages applications for job sharing or flexible working from both male and female staff,
- reviewing the allocation of teaching staff on each pay point and the opportunities to progress beyond the threshold,
- continuing to refine our selection processes to ensure objectivity in recruitment by reviewing the selection criteria against which applicants are shortlisted, and increasing the use of skills-based assessment tasks.

I confirm that the information contained in this report is accurate and has been reported to and endorsed by the Governors of the School.



Chris Hutchinson
Headmaster
3 March 2020