

## Royal Russell Gender Pay Gap Report 2020

### Introduction

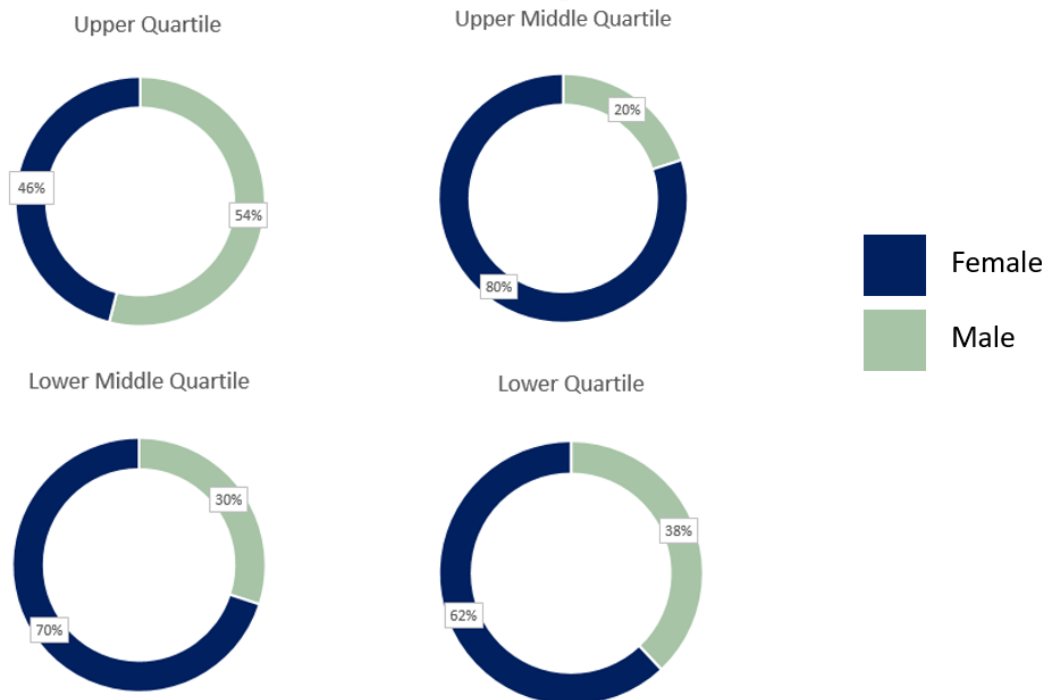
Royal Russell School is building a culture which reflects our School motto: *'Not for oneself but for everyone'*. As the family school of choice, we believe in an inclusive and transparent approach.

We feel that Gender Pay Gap reporting is important because when employers are transparent about pay and identify the root causes of any pay gap, they can find the solutions they need to build workplaces that reflect society.

We want to attract and retain the best people and we are fully committed to an inclusive approach that is truly representative of the community which we serve. We feel that we are on the right path as our mean gender pay gap has continued to reduce in the four years of our reports, but we know there's still some work to do.

### The Royal Russell Gender Pay Gap

Mean Difference	Median Difference
13%	11%



This report illustrates the gender distribution of staff in each of the four quartiles; Quartile 1 representing the highest salaries through to Quartile 4 representing the lowest salaries. We are confident that the gender pay gap at Royal Russell is not a pay issue. We know that because our approach to pay is gender-neutral by design.

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.

Staff are paid equally for doing roles that are equivalent across the School. Female employees are in the majority in three Quartiles and we believe our gender pay gap is driven by their increased representation in Quartiles 3 and 4. These quartiles include those part-time and term-time roles which are essential to the running of the School which females are more likely to occupy, both generally in society but predominately in schools because of the flexibility this gives them to be at work while also balancing their child-care commitments.

We know that 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 open to all and verified by a third party. This is demonstrated by our gender pay gap analysis of full-time roles only where men and women are equally distributed, when our mean falls to 3% while our median rate becomes -2% representing a positive bias in favour of women in full-time roles.

### **How we're tackling the Gender Pay Gap**

We are delighted to see that progress has been made from 2019. We continue to reflect the School motto of 'not for oneself but for everyone' and are committed to ensuring that we look to continue our trend of reducing the gender pay gap.

Our action plan for the coming year 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
- progressing the transfer of support staff to the new pay scale to ensure there are no differences in pay rate
- reviewing the rates of pay offered to the lowest paid staff so that hourly pay exceeds the NMW rate and moves towards the National Living Wage rate,
- continuing to refine our selection processes to ensure objectivity in recruitment by implementing a moderation check on shortlisting processes and further refining the use of objective selection criteria alongside the introduction of skills-based assessment tasks.

We are clear that we will continue to work at maintaining and reducing our gender pay gap and are pleased with the results of this year's Gender Pay Gap Report.



Chris Hutchinson  
Headmaster  
March 2021