



## Royal Russell Gender Pay Gap Report 2021

### 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 five years of our reports, but we know there's still some work to do.

### The Royal Russell Gender Pay Gap

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 inequalities resulting from the differences in the sorts of jobs performed by men and women.

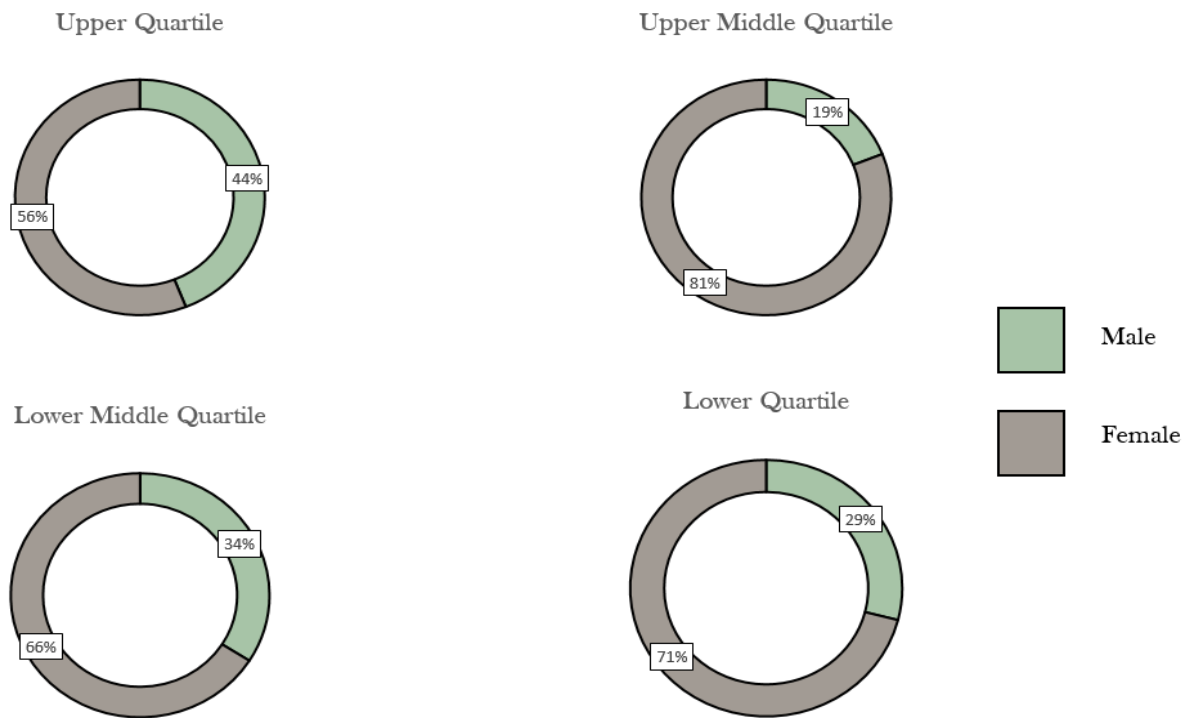
In summary the individual figures for 5 April 2021 are as follows:-

- Our mean gender pay gap is **10%** (an improvement from the previous rate of **13%**)
- Our median gender pay gap is **-1%** (an improvement from the previous rate of **10%**) and a positive rate in favour of female staff,
- Our mean gender pay gap for our 171 full-time staff is **-2%**, which is a positive rate in favour of female staff,
- Our mean gender pay gap for Teachers and Heads of Department is **7%**.

The graphs overleaf illustrate 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 proportion of female employees in the highest pay quartile has increased from 49% in the first year of reporting the Gender Pay Gap in 2017 to 56%, and also in two of the other pay quartiles indicating an overall increase in the percentage of female employees from 66% to 69% of the total staff body.

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 here is an accurate reflection of all employees working at Royal Russell School.



**Why do we have a gender pay gap?**

Royal Russell School is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We regularly benchmark and evaluate support staff job roles and pay grades to ensure fairness. Our Contribution-Related Pay Policy recently approved by Governors sets out the basis for teachers to be progressed up the pay scale and the criteria for progression are equally applicable to both men and women.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

We treat all staff (teaching and support) fairly on appointment and offer an appropriate pay rate on the approved pay scales regardless of gender. Our 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.

**What are we doing to address our gender pay gap?**

We are not happy with our gender pay gap even though it compares favourably with others and has continued to improve. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over who decides to apply to work at the School or the career choices that they make.

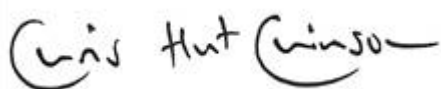
So far, we have taken the following steps to promote gender diversity:

- **Creating an evidence base:** To find any barriers to gender equality and to help us make priorities for action, we are regularly reminding staff to record their equality data in *Royal Russell People* to enable us to set targets for recruitment, progression and job roles. We are refining our monitoring processes to understand trends in recruitment, promotions, distribution of men and women in each pay band, number of flexible working applications and career paths of women returning from maternity leave:
- **Revising the flexible working policy:** In October 2021, we made substantial changes to our flexible working policy to make it clear that we will consider requests from **all** employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working.
- **Reviewing our family-friendly policies:** We produced new policies and updated existing policies to meet the latest legislative updates for working parents in October 2021 and are now considering whether to enhance payments under these policies beyond the statutory minimum.
- **Supporting parents:** We have put in place dedicated staff in the Senior School to support and advise pregnant employees and women returners so that they feel fully supported before, during and after maternity and other parental leave.
- **Transfer of staff to the support staff pay scale:** We have shortened the pay scale removing the lowest pay points to make lower paid roles more attractive and introduced a career structure in the catering department to provide staff with a career path for progression. We continue to carry out regular benchmarking of posts against other roles internally and externally whenever a case is made for someone to be moved to a higher point on the scale.

Our action plan for the coming year includes:

- Review our staff data, identify where there are gaps and encourage staff to complete this to enable targets to be set,
- Continue to review where posts are located on the support staff pay scale and review roles and responsibilities to recognise contribution,
- Encourage teachers to apply for progression under the Contribution-Related Pay policy,
- Regularly analyse recruitment data at application, short-listing and appointment stage to identify trends and areas for future action,
- Provide for all recruitment adverts to encourage family-friendly working, where the business need allows this,
- Provide holiday clubs to support the provision of inexpensive childcare for our staff as well as the local community,
- Carry out a review of other family friendly policies and to bring forward fully-costed proposals for approval to encourage more support for working parents: and
- Carry out further analysis of the gender pay gap for part-time staff to identify and address the reasons for the difference with full-time staff.

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**  
**February 2022**