

## Gender Pay Gap Report

April 2022

Newcastle upon Tyne Royal Grammar School (RGS) has long had a reputation as 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 full 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 woman who carry out the same or similar jobs. 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 of 5<sup>th</sup> April 2022 of whom meet the necessary criteria. No bonuses are paid to staff, so there is no information on bonuses to report.

### For all staff

The Mean Gender Pay Gap is 17% (2021: 18%)  
The Median Gender Pay Gap is 32% (2021: 37%)

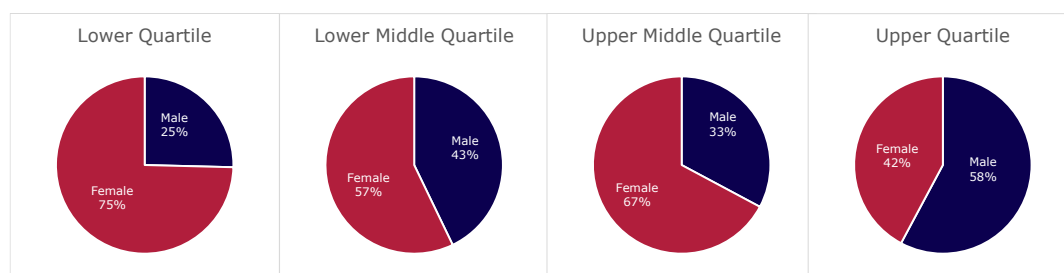
### For teaching staff

The Mean Gender Pay Gap is 11% (2021: 13%)  
The Median Gender Pay Gap is 8% (2021: 9%)

### For support staff

The Mean Gender Pay Gap is -16% (2021: 3%)  
The Median Gender Pay Gap is 5% (2021: 13%)

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 with female staff representing circa 54% of the body of teaching 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.