

Gender Pay Gap Report 2023

Introduction

1. The School is required to publish a Gender Pay gap report annually analysing our staff data at the snapshot date of 05 April each year.

Gender Pay Gap reporting – An Overview

2. As of April 2017, the public, private and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually using six different measures:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.
- ***Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- ***Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- ***Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

**The last 3 measures above are not reported as the School does not pay bonuses to staff.*

3. The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and the government website, and the intention is to encourage employers to act to reduce or eliminate their gender pay gaps to create fairer, more inclusive workplaces.

4. Taking a 'snapshot' of this data on a set date, as required by regulation, creates a level playing field for all reporting organisations, but a snapshot may also mask the fluidity of gender pay gaps. Gender pay gaps can fluctuate from month to month and across pay quartiles depending on changes to headcount. It is important to monitor the gender pay gap across the year, and not just on the snapshot date. Doing so gives an organisation a better understanding of what drives its gender pay gap figure at any given time, and in turn, how it can be reduced.

5. Gender pay gap reporting does not mean that organisations must report on equal pay. Equal pay is about differences in the actual earnings of men and women doing equal work. Royal Russell School regards itself as an equal pay employer, subject to the requirements of any TUPE transfers.

The Year in Review

6. Since March 2018, on an annual basis, the School has published its gender pay gap. Our workforce grew from 362 employees in 2021 to 371 employees in 2022 and to 376 employees in 2023. Throughout the year we have prioritised ensuring our people are properly remunerated. This

has been achieved by supporting leaders in the application of School policies and practice, particularly consistency of application in initial remuneration and annual pay awards.

Our Achievements

7. To continue to aid the reduction of the gender pay gap, the School prioritised the promotion of gender equality opportunities in its workforce. The School specifically committed to:

- 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.

8. We have continued to establish good practice in benchmarking and evaluating fair pay for support staff roles and ensuring that all support staff are placed on an appropriate point on the support staff scale. Our Contribution-Related Pay Policy approved by Governors continues to be successfully implemented. This sets out the basis for teachers to be progressed through the pay scale, with the criteria for progression equally applicable to both men and women.

9. We have advertised roles with no gender bias and encouraged family friendly working where the business need has allowed. Our family friendly policies have been well received by staff, and where possible the School has met flexible working requests. Evidence shows that those returning from maternity leave are most likely to make a flexible request that is granted. Further work is required to ensure that opportunities for flexible and some agile working is available at all levels across the School, particularly as the new Flexible Working Bill has been passed by the Government and comes into force in April 2024.

10. Our analysis of the gender pay gap for part time staff has shown that term time formulas and not outsourcing of services skew the data (e.g. the school employs the majority of staff directly, whereas some schools outsource catering and cleaning staff and they are our lowest paid staff and are mainly female).

2023 Data Explored

11. The 2023 gender pay gap data was collected on 5th April 2023. At that time, there were 376 employees within the School: 253 females and 123 males.

	2020	2021	2022	2023
Mean gender pay in hourly pay	13%	10%	12%	12%
Median gender pay in hourly pay	11%	-1%	7%	9%

Mean Gender Pay Gap

12. By adding together all women's hourly pay rates, dividing the number of women, and comparing with the same calculation for men, it is evident that women receive 12% less than men per hour.

Median Gender Pay gap

13. By ranking all women by pay and all men by pay, then comparing what the women in the middle of the female pay range received with what the men in the middle of the pay range it is evident that the typical woman received 9% less than the typical man an hour.

- **Mean** - when comparing average hourly wages (mean) women earn 88p for every £1 that men make.
- **Median** - when comparing average hourly wages (median) women earn 91p for every £1 that men make.

14. If the rates for full-time staff are extracted, the mean rate becomes 2% and the median rate becomes -5% which reflects a more positive rate for female staff. This group consists of 78 male and 96 female full-time staff and is likely to be more representative of the School's position due to the more equal balance of full-time appointments between the genders. The Office for National Statistics generally accepts that the gender pay gap for full-time staff produces a more homogenous basis than using the analysis of all employees to measure differences in hourly pay.

Pay Quartiles

15. A pay quartile represents a quarter (25%) of the workforce ranked by pay. The pay quartiles are then broken down by gender.

Quartiles/Gender and year	Male 2022	Female 2022	Male 2023	Female 2023
Lower Quartile	26%	74%	22%	76%
Lower Middle Quartile	35%	65%	39%	61%
Upper Middle Quartile	22%	78%	26%	77%
Upper Quartile	44%	56%	43%	57%

16. This year's data shows an increase in the percentage of women in the lower pay quartile by 2% from last year. There has been decrease of women in the lower middle and upper middle quartiles by 4% and 1% respectively and the upper quartile has increased by 1%. There is a strong female presence at every level across the School.

The Future at Royal Russell

17. 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. We remain committed to pay gap scrutiny, and over the next year, we will:

- Continue to develop the School's approach to reward, ensuring it is meaningful, making sure that our staff are fairly remunerated at all levels.
- Continue the good work established in publishing transparent pay ranges and no gender bias in adverts, unless the job role has an occupational requirement as recognised under the Equality Act 2010.
- Look at practical ways to encourage and enable flexible and agile working in every role, at every level, to ensure that all staff can work in a way that is best for them.

- Prioritise the development of line managers and department leads to ensure they have a clear indication of how individuals can progress within their relevant pay scale and range.
- Consider recruitment training for all line managers to ensure that best practice is being applied across the School when selecting staff. This includes unconscious bias training and supporting managers' knowledge of School policies.
- Implement the Equal Opportunities and Dignity at Work Policy, progressing the School's equality objectives, and part of this work will include reviewing any potential blockers, challenges and myths associated with career development, leadership, and management opportunities.
- Continue to explore how to attract more male employees to create a better gender balance at all levels.

Conclusion

18. Our gender pay gap compares favourably with other organisations and has continued to improve since we started reporting in 2017. Whilst we are pleased with this report, we remain committed to doing everything possible to reduce the gap and maintain it at an acceptable level. We know that this is a difficult task, as we have no control over who decides to apply to work at the School or the career choices that they make, but we can look at how the School is perceived, how we advertise and how we continue to develop the School's recruitment processes to 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.

19. The School continues to ensure that all staff are treated equally throughout their careers at the School. 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 in different roles throughout the School and the nature of the roles undertaken. We remain confident that all staff (teaching and support) are treated fairly on appointment and offered an appropriate pay rate on the approved pay scales regardless of gender.



Chris Hutchinson
Headmaster

28 February 2024