



03 February 2025

## Gender Pay Gap Report 2024

### 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, Median gender pay gap, Quartile pay bands, Mean bonus gap\*, Median bonus gap\* and Bonus proportions\*. For further information on these measures can be found [here](#).

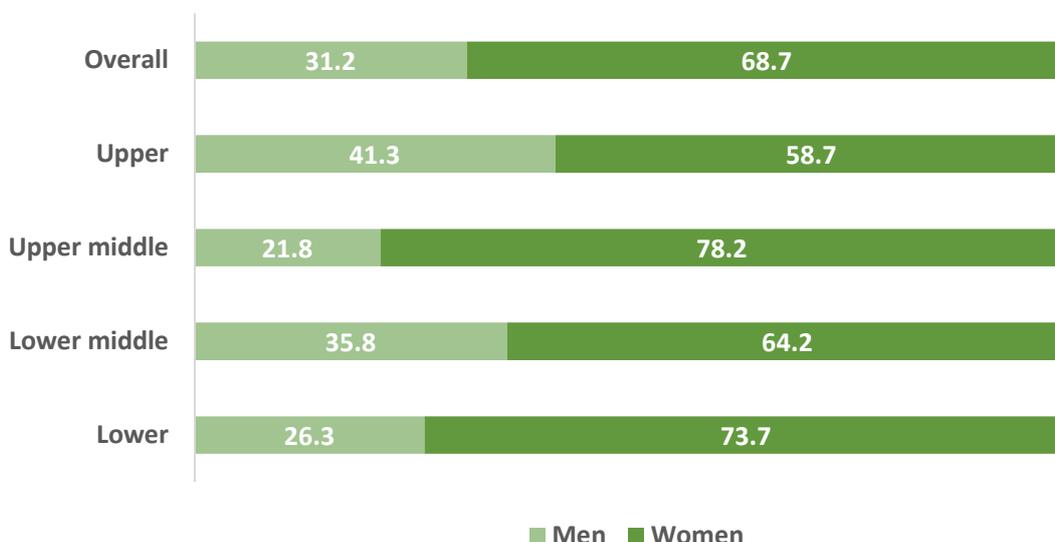
*\*The last 3 measures above are not reported as the School does not pay bonuses to staff.*

3. 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.

### 2024 Data Explored

4. The 2024 gender pay gap data was collected on 05 April 2024, with 376 **relevant employees** in the April 2024 payroll file, made up of **259 women** and **117 men**.

5. The following chart shows the overall balance of men and women across the Trust followed by the balance of those two groups throughout the four quarters of the pay range from the highest to the lowest paid. A pay quartile represents a quarter (25%) of the workforce ranked by pay. The pay quartiles are then broken down by gender.



## Mean and Median Gender Pay Gap

6. These are the differences between the middle (Median) and average (Mean) hourly pay for male and female employees:

Gender pay gap 2024	All staff	All full-time staff only
Mean	11.5%	5%
Median	3.2%	-6%

7. The full-time staff figures of **5%** (mean) and **-6%** (median) reflects a more positive rate for female staff. This group consists of 83 male and 129 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.

## Conclusion

8. This year's data shows a reduction of the percentage of women in the lower pay quartile by **2.3%** from last year. There has been an increase of women in the lower middle and upper middle quartiles by **3.2%** and **1.2%** respectively and the upper quartile has increased by **1.7%**. There is a strong female presence at every level across the School.

9. Our analysis of the gender pay gap for part time staff has shown that term time formulas and directly employing some groups of staff rather than outsourcing services, such as catering and cleaning, skew the data as these are our lowest paid roles and are occupied, mainly, by women.

10. We are confident that recruitment of new staff and promotion of existing staff is merit based. Recruitment processes will continue to objectively test candidates against defined selection criteria to ensure that 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.

11. 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.

## Confirmation statement

I confirm that the information contained in this report is, to the best of my knowledge, accurate.



**Chris Hutchinson**  
Headmaster