

20 January 2026

## Gender Pay Gap Report 2025

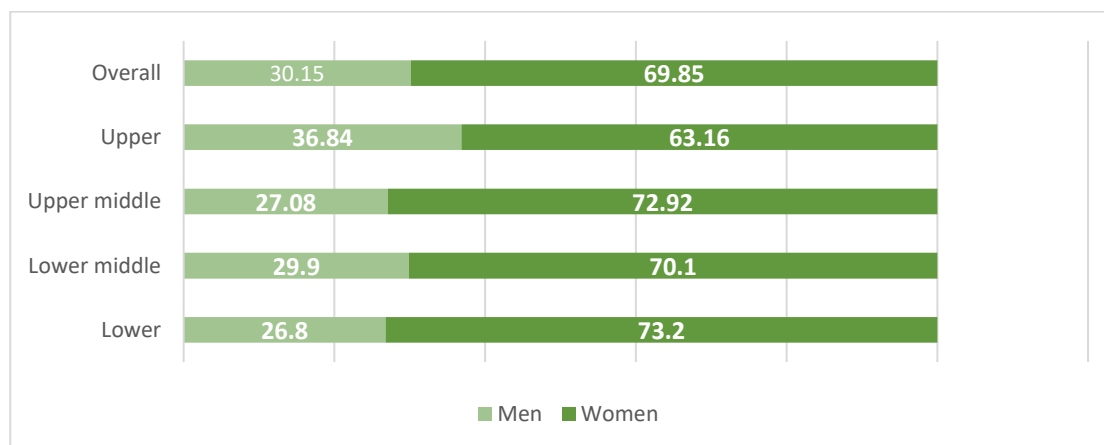
1. As of April 2017, the public, private and voluntary sector organisations, with 250 or more employees, must report on their gender pay gaps annually using six different measures: Mean gender pay gap, Median gender pay gap, Quartile pay bands, Mean bonus gap, Median bonus gap and Bonus proportions<sup>1</sup>. For further information on these measures can be found [here](#).

2. 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.

### 2025 Data Explored

3. The 2025 gender pay gap data was collected on 05 April 2025, with 385 **relevant employees** in the April 2025 payroll file, made up of **269 women** and **116 men**.

4. The chart below shows the overall split between men and women across the Trust, and then how that split looks in each of the four pay quartiles, from the highest to the lowest paid. Each quartile represents 25% of staff, grouped by their pay level, and the proportion of men and women in each group.



### Mean and Median Gender Pay Gap

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

Gender pay gap 2025	All staff	All full-time staff only
<b>Mean</b>	11%	5%
<b>Median</b>	7%	-6%

<sup>1</sup> The last 3 measures above are not reported as the School does not pay bonuses to staff.

6. The figures for full-time staff, with a 5% mean gap and a –6% median gap, show a more positive position for female staff. This group includes 86 men and 138 women, and because the numbers are more evenly balanced between genders, it likely gives a more accurate picture of the School's overall position. The Office for National Statistics notes that gender pay gap data for full-time staff usually provides a more consistent and reliable comparison than using data for all employees.

## **Conclusion**

7. This year's data shows an increase of **4.46%** in the upper pay quartile from last year. There is a strong female presence at every level across the School. The 24/25 School Workforce Census notes that 75.6% of the (maintained) school workforce is female, as a comparison.

8. 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. It is widely acknowledged that women are more likely to seek out roles that allow them the flexibility to fulfil roles outside of the workplace, usually in some kind of caring capacity – whether it be for children or elderly relatives

9. 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.

10. 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.

A handwritten signature in black ink that reads "Chris Hutchinson". The signature is written in a cursive style with a long horizontal line extending from the end of the name.

**Chris Hutchinson**  
**Headmaster**