

Gender Pay Report 2019

RGS Worcester presents its Gender Pay Report for 2018/19. This report applies to RGS Worcester, inclusive of RGS The Grange and RGS Springfield. The legislation requires that the data used to compile the report was taken from all those on the payroll on 5 April 2019 (the “snapshot” date). Therefore, the data that you can see in this report was applicable on that date only. This means that staff members who were working at RGS Worcester at the time and have since left are still included in this data. In addition, RGS Dodderhill staff which merged with RGSW later in the month on 30 April 2019, are not included within this data. Those who are genuinely self-employed or who were on maternity and paternity leave on 5 April 2019 are also not included.

Data Compilation

To meet the legislative requirements, all salaries have had to be converted to an hourly rate. The hourly rate is determined before voluntary deductions such as salary sacrifice agreements but before compulsory deductions such as tax, national insurance and employee pension contributions. This also means that it is irrelevant for the purposes of the data if someone is part time or full time. Some roles at RGS are paid hourly already, however the majority are salaried roles, therefore, all salaried roles have been converted to hourly rates. This poses some debate in relation to teachers and the various ways in which their hourly rate can be calculated.

To calculate hourly rates for teachers in the data, their salary has been divided by the available working days, 365, and divided by 7.5 per day to create a nominal hourly rate. This includes the Heads and Senior Leadership roles also. It is important to note that there is **no set formula** for the calculating of an hourly rate for teachers as prescribed by the Gender Pay Reporting Regulations and as advised by ISBA (Independent Schools Bursars Association). For the purposes of any pay deductions for teaching staff, RGS Worcester would make this on the basis of 1 365th as per the Burgundy book. Hence this has been used as the basis for the hourly paid calculation.

The 6 key metrics which we are required to report upon and the associated results for 2018 are listed below;

1. Difference in mean hourly rate of pay: 16.7%
2. Difference in median hourly rate of pay: 22.8%
3. Difference in mean bonus pay: 0 – no bonuses were paid in 2018/19
4. Difference in median bonus pay: 0 – no bonuses were paid in 2018/19
5. Proportion of male and female employees who received bonus pay: Not applicable as no bonuses were paid in 2018/19.
6. Proportion of male and female employees according to quartile bands:

Q1	Women	57	79.17%
	Men	15	20.83%
Q2	Women	52	72.22%
	Men	20	27.78%
Q3	Women	47	66.20%
	Men	24	33.80%
Q4	Women	37	51.39%

Men 35 48.61%

Results Commentary

The total number of staff included in the data are 193 females and 94 males. This is a difference of 9 fewer males and 18 fewer females from 2018. This does not necessarily mean that fewer staff of each gender are now employed by RGS, but that on the “snapshot” date of 5 April 2019 there were fewer people that had been paid in that month than in the same month the previous year. Typically, it is those on zero-hour agreements and other temporary staff such as Sports Coaches that account for this difference as they may not have been paid within the month of the snapshot date. In addition, 30 cleaning staff were transferred to a new employer, Melton Support Services with effect from 1 September 2018, the majority of these were female.

In the last year there has been a reduction in the mean average hourly rate of pay of 4.2% between women and men. There has also been a reduction in the median average hourly rate of pay of 6%. This is a really positive step forward in the reduction of our gender pay gap and one that we hoped for last year.

A review of the movement of men and women within the pay quartiles over the last year shows us that there has been a reduction in the number of women in lowest paid quartile (1) of 6, 9 fewer in the second to lowest quartile (Q2) and 2 more women moving into the highest paid quartile (Q4). Only in quartile 3 was there a reduction in women where an increase may have further contributed to lessening the pay gap. Overall, the trend shows that women are moving up the pay quartiles. It is pleasing to see that in the highest paid quartile (4) the split of men and women is nearly 50/50.

This data takes into account that at the time, we had 2 male Heads and 1 female Head and a male Director of Finance and Operations. (Since the merger with RGS Dodderhill, we now have 2 female Heads and 2 male Heads.) It is important to note that our Heads are paid proportionately in relation to the size of their respective Schools they are responsible for. (The Senior School (male Head) has approximately 800 pupils, The Grange (male Head) has around 330 and Springfield (female Head) around 130. Our Senior Leadership Teams are equally well represented by both genders across all RGS Schools and in last year 2 new staff members have been promoted to SLT; 1 male and 1 female. In addition, two previous female Heads of Department are now ‘Directors’ of their respective functions. This is in recognition of the senior nature of their roles.

Further Analysis

Though our data presents some challenges, it is similar to that of other organisations within the independent education sector and is close to be below average for the sector. It is recognised by RGSW that some staff may become ‘stuck’ in certain roles where there is not huge scope for progression. Further comparison of pay by gender needs to be done between staff within certain groups. Such as Heads of Departments and Support Staff Managers (now termed Education and Business Development Staff Managers) so that we can understand the progression of both women and men within these groups.

RGSW is committed to improving its gender pay gap where necessary and possible. We recognise and value the importance of development and a Middle Leadership Programme is in place. The majority of

applicants and those placed on the course were women, demonstrating that women are keen to progress here at RGSW.