

Gender Pay Report 2021

RGS Worcester presents its Gender Pay Report for 2020/21. This report applies to RGS Worcester, inclusive of RGS The Grange, RGS Springfield and RGS Dodderhill. The legislation requires that the data used to compile the report was taken from all those on the payroll on 5 April 2021 (the “snapshot” date). (At this time, there were 3 staff still on furlough leave for medical reasons.) 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 RGSW at the time and have since left are still included in this data. Those who are genuinely self-employed or who were on maternity and paternity leave on 5 April 2021 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 2021 are listed below;

1. Difference in mean hourly rate of pay: 11.4%
2. Difference in median hourly rate of pay: 13.6%
3. Difference in mean bonus pay: 0 – no bonuses were paid in 2020/21
4. Difference in median bonus pay: 0 – no bonuses were paid in 2020/21
5. Proportion of male and female employees who received bonus pay: Not applicable as no bonuses were paid in 2020/21.
6. Proportion of male and female employees according to quartile bands:

Q1	Women	69	86.25%
	Men	13	16.25%
Q2	Women	53	66.25%
	Men	29	36.25%
Q3	Women	47	58.75%
	Men	34	42.50%
Q4	Women	49	61.25%
	Men	33	41.25%

Results Commentary

The total number of staff included in the data are 218 females and 109 males on the “snapshot” date of 5 April 2021. This is a difference of 7 more males but the same number of females from 2020. As a result of COVID, we did not see normal levels of recruitment within the 20/21 academic year which might have resulted in greater changes to our staffing numbers. In addition, at April 2020, much of the Sports provision had not fully resumed owing to the current COVID restrictions at that time. (There is also the limitation that our casual workers are not necessarily paid each month so will not always appear on the “snapshot” date.)

From 2020 to 2021, the mean average hourly rate of pay gap rose from 11.4% to 17%. This is a regression from the previous progress that had been seen. The median also increased, but by far less, a difference of 0.9%. It is perhaps more helpful to consider the changes to data over the last 2 years rather than just between 2020 and 2021. This is because in 2019 the mean average pay gap was 16.7% and the median was 22.8%. So overall mean average gap has not changed significantly but the median average gap has improved from 22.8% to 14.5% in the last 2 years.

A review of the movement of men and women within the pay quartiles over the last year shows us that there has been a slight increase in the number of women in lowest paid quartile (1), a small decrease in the second to lowest quartile (Q2). In second highest quartile (Q3) there has also been a decrease. This is not necessarily showing negative progression because overall there has been a further increase of women in the highest paid quartile so that they now represent 59.8%.

This data takes into account that at the time, we had 2 male Heads and 2 female Heads and a male Director of Finance and Operations. The Senior School (male Head) has approximately 880 pupils, The Grange (male Head) has around 370, Springfield (female Head) around 130 and Dodderhill (female Head) around 160.

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 hoped that through greater evaluation of the pay gaps of different groups of staff, such as Heads of Departments and Support Managers that we can better understand the movement and progression of staff pay. Consideration is given for all appointments to ensure that there is a clear rationale for the allocation of pay.

There are other ways which RGSW will review in the coming 12 months to ensure the appointment and progression of women. These include;

- Ensuring that multiple women are shortlisted for interview and when promotions are considered to increase the chances of women being successfully appointed.
- Advertising with salary ranges which encourages salary negotiation.
- Ensuring that pay and reward processes are as transparent as possible.

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.