

## Gender Pay Report 2022

### Introduction

RGS Worcester presents its Gender Pay Report for 2021/22. 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 2022 (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 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, paternity or shared parental leave on 5 April 2022 are also not included.

RGSW is committed to being an equal opportunities employer; ensuring equal treatment regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. For the same or equivalent work, all staff are paid equally.

### 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 into hourly rates. This poses some debate in relation to Teachers and the various ways in which their hourly rates 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 normal 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 pay deductions for teaching staff, RGS Worcester would make this on the basis of 1, 365<sup>th</sup> as per the Burgundy book. Hence this has been used as the basis for the hourly paid calculation.

The 6 key metrics which are required to report upon and the associated results for 2022 are listed below:

1. Difference in mean hourly rate of pay: 17.1%
2. Difference in median hourly rate of pay: 37.3%
3. Difference in mean bonus pay: 0 – no bonuses were paid in 2021/22
4. Difference in median bonus pay: 0 – no bonuses were paid in 2021/22
5. Proportion of male and female employees who received bonus pay: Not applicable as no bonuses were paid in 2021/22
6. Proportion of male and female employees according to quartile bands:

Q1	Women	85	85.00%
	Men	15	15.00%
Q2	Women	72	72.00%
	Men	28	28.00%
Q3	Women	75	75.00%
	Men	25	25.00%

Q4	Women	50	50.00%
	Men	50	50.00%

## Results Commentary

During the reporting period, RGSW TUPE transferred cleaning services from an outsourced contractor to 'in-house'. This had meant that a significant proportion of the 73 new joiners entered the organisation at the ends (Q1 and Q2) of the demographic. Of the new joiners, 64 were female and 9 were male. Approximately 30 female members of staff moved into quartile 3 (Q3) in various positions such as administration, Nursery Lead, Health and Safety, Learning and Development, Marketing and Teaching. The 9 male members of staff joined the School in the following roles; Estates Assistant, Gardener, Groundsperson, Minibus Driving, Site Supervisor and Teaching staff were spread across Q1 to Q3.

More men overall have been pushed into the top quartile (Q4) as a result of the increase in the number of staff to Q1. Q1 is however showing a 50/50 split of men and women is the highest paid and most senior roles across the Schools.

Owing to the large proportion of female joiners entering the lower 3 quartiles, the effect has been a widening to both mean and median pay. Mean hourly pay has increased by 6% since the previous report and more significantly, the median hourly pay difference has increased by 21%.

Whilst there are more Teaching roles than any other, there are a high number of support roles which vary hugely in terms of salary expectation. The roles that women and men choose to apply for also continues to differ.

Ongoing work continues to improve the gender pay gap where possible. This includes benchmarking salaries of a similar level of responsibility and applying the same calculations but to specific groups of staff rather than altogether.

RGSW is committed to undertake all appropriate measures with the aim of reducing the differential in gender pay to ensure a balanced workforce.