

Gender Pay Report 2023

Introduction

RGS Worcester presents its Gender Pay Report for 2023. 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 2023 (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 2023 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, 365th 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 2023 are listed below:

1. Difference in mean hourly rate of pay: 19.5%
2. Difference in median hourly rate of pay: 14.8%
3. Difference in mean bonus pay: 0 – no bonuses were paid in 2022/23
4. Difference in median bonus pay: 0 – no bonuses were paid in 2023
5. Proportion of male and female employees who received bonus pay: Not applicable as no bonuses were paid in 2023
6. Proportion of male and female employees according to quartile bands:

Q1	Women	95	86.30%
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	Men	15	13.70%
Q2	Women	81	75.00%
	Men	27	25.00%
Q3	Women	80	73.40%
	Men	29	26.60%
Q4	Women	54	50.00%
	Men	54	50.00%

Results Commentary

The total number of staff in 2023 was 435; 310 women and 125 men. As in previous years, all casual staff are hourly paid and only those paid during the snapshot month have been included in this data. (No bonus' were paid so there is no useful data for metric points 3, 4 and 5.)

The mean difference in hourly pay between male and female has slightly increased by 2.4% since last year, leaving the difference between male and female at approximately 19.5%. This increase is largely attributable to more female staff applying for lower-paid roles.

In the lowest paid quartile, Q1, the percentage of men and women is very similar to the previous year, with a slight increase in female staff and consistent with the explanation above. Many staff at the lower paid quartiles are paid at the national living wage which increased by 9.7% from the previous year.

In the upper lowest paid quartile, Q2, a similar pattern to the previous year is observed.

More male staff have been ushered into the top quartile (Q4) as a result of the increase in the number of staff at the lower pay quartile. There is an equal split of male and female staff in the Q4 who represent the highest paid and most senior roles across the Schools which is positive that we have retained this balance for the second year in a row.

Whilst there are more Teaching roles than any other, there are a high number of support roles which vary hugely in terms of pay and the salaries that they attract. The roles that women and men apply for and choose to do, also differ.

Ongoing work continues to improve the gender pay gap where possible. This includes benchmarking salaries of a similar level of responsibility. The Schools continue to ensure a policy of equal pay across the genders is in force with male and females being remunerated equally for fulfilling roles of equal value to the Schools.

RGSW is committed to ensuring that the gap continues to move in the right direction to help achieve a balanced workforce.