

Gender Pay Report 2024

Introduction

RGS Worcester presents its Gender Pay Report for 2024. 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 2024 (the “snapshot” date). Therefore, the data 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 2024 are 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 been 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.

To calculate hourly rates for Teachers in the data, their salary has been divided by the available working days, 365 and further divided by 7.5 per day to create a normal hourly rate. This includes the Heads and Senior Leadership roles also. There is no set formula for calculating 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 follows the Burgundy Book calculation method of 1/365th, which has been used as the basis for the hourly paid calculation.

The six key metrics required to be reported upon and the associated results for 2024 are listed below:

1. Difference in mean hourly rate of pay: 15.4%
2. Difference in median hourly rate of pay: 16.1%
3. Difference in mean bonus pay: Not applicable (no bonuses were paid in 2023/24)
4. Difference in median bonus pay: Not applicable (no bonuses were paid in 2023/24)
5. Proportion of male and female employees who received bonus pay: Not applicable
6. Proportion of male and female employees according to quartile bands:
 - **Q1 (Lowest Paid Quartile):** 93% Women (101), 7% Men (8)
 - **Q2:** 65% Women (71), 35% Men (38)
 - **Q3:** 72% Women (79), 28% Men (30)
 - **Q4 (Highest Paid Quartile):** 55% Women (61), 45% Men (50)

Total staff in 2024: 438 (312 women, 126 men)

Results Commentary

The mean difference in hourly pay has decreased to 15.4% from 19.5% in 2023, indicating an improvement in reducing the gender pay gap. The median difference in hourly pay has also declined to 16.1% from 14.8%. This suggests that while progress is being made in reducing the overall gap, disparities still exist, particularly in the middle quartiles.

A notable shift in the quartile distributions is observed. In Q1 (the lowest-paid quartile), the proportion of women remains high at 93%, reflecting the continued dominance of female employees in lower-paid support roles, such as cleaning and administrative positions.

Q2 and Q3 have seen an increase in male representation compared to the previous year, particularly in Q2 where men now make up 35% (up from 25%). This suggests that a greater number of men are occupying mid-level roles that were previously more female-dominated.

In Q4 (the highest-paid quartile), the gender split is now 55% women and 45% men, maintaining a relatively balanced distribution. This suggests that leadership roles are becoming more equally distributed, which is a positive trend for gender parity in senior positions.

The increases in minimum wage and pay restructuring have influenced these shifts. Many lower-paid roles continue to be held by women, which impacts the overall gender pay gap despite efforts to create equal opportunities. The school remains committed to benchmarking salaries and ensuring fair pay progression across all roles.

Conclusion

The improvements in gender distribution in higher-paid quartiles and the narrowing of the mean pay gap indicate there is continued progress. RGS Worcester remains committed to making equal pay decisions through continued monitoring, salary benchmarking both internally and externally, and equitable recruitment practices. Males and females are paid the same for work of equal value. The value of roles to RGS Worcester is determined through market forces and benchmarking.

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