

Gender Pay Report 2025

Introduction

This Gender Pay Report for 2025 includes all relevant staff at RGS Worcester, RGS The Grange, RGS Springfield, and RGS Dodderhill that were on the payroll as at 5 April 2025 (the “snapshot” date). Therefore, the data 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. Those who are genuinely self-employed or who were on maternity, paternity, or shared parental leave on 5 April 2025 are not included.

RGS Worcester remains 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 ensures consistency regardless of whether employees work part-time or full-time.

Some roles at RGS Worcester are paid hourly; however, the majority are salaried roles. Therefore, all salaried roles have been converted into hourly rates.

To calculate hourly rates for teachers, their salary has been divided by 365 days and further divided by 7.5 hours per day to create a standard hourly rate. This includes Heads and Senior Leadership roles. As there is no prescribed formula for calculating hourly rates for teachers under Gender Pay Reporting Regulations, this approach aligns with ISBA guidance and the Burgundy Book methodology used by the School.

Key Metrics for 2025

The six key metrics required to be reported are as follows:

1. **Difference in mean hourly rate of pay:** 19.4%
2. **Difference in median hourly rate of pay:** 33.1%
3. **Difference in mean bonus pay:** Not applicable (minimal bonus provision)
4. **Difference in median bonus pay:** 100.0% lower for women
5. **Proportion of employees receiving bonus pay:**
 - Women: 0.0%
 - Men: 0.8%
6. **Proportion of male and female employees according to quartile bands:**
 - **Q1 (Lowest Paid Quartile):** 84.0% Women, 16.0% Men
 - **Q2:** 73.0% Women, 27.0% Men
 - **Q3:** 73.0% Women, 27.0% Men
 - **Q4 (Highest Paid Quartile):** 54.0% Women, 46.0% Men

Results Commentary

The mean gender pay gap for 2025 stands at 19.4%, representing an increase compared to the previous reporting year. Similarly, the median gender pay gap has increased to 33.1%, indicating a more pronounced difference at the midpoint of earnings across the organisation.

The increase in the median gap suggests that a higher proportion of women remain concentrated in lower- to mid-paid roles, while a relatively greater proportion of men are with the Q4 quartile. This structural distribution continues to be the primary driver of the gender pay gap.

The quartile distribution highlights this trend. Women represent 84% of employees in the lowest-paid quartile, reflecting the continued predominance of female employees in support roles such as administration and operational support such as cleaning. These roles, while essential, are typically lower paid than teaching and senior leadership positions.

In the middle quartiles (Q2 and Q3), women make up 73% of employees in both bands. This consistency indicates a stable gender distribution in mid-level roles, although these remain dominated by females.

In the highest-paid quartile (Q4), women now represent 54% of employees, demonstrating a relatively balanced gender split at senior levels. This remains a positive indicator that women continue to be well represented in leadership and higher-paid teaching roles.

Bonus pay remains limited across the organisation. No women received bonus payments during the reporting period, while 0.8% of men did. As a result, the median bonus gap is reported as 100.0%. However, bonus payments are not a significant component of overall remuneration at RGS Worcester and therefore have minimal impact on the overall gender pay position.

The widening of the pay gap this year reflects structural workforce composition rather than changes to pay policy. The School continues to ensure that men and women are paid equally for work of equal value.

Conclusion

While the gender pay gap has widened in 2025, this is largely attributable to the distribution of men and women across different roles within the School rather than unequal pay practices.

Encouragingly, women continue to be well represented in the highest-paid quartile, demonstrating progress in achieving gender balance in senior and leadership roles. However, the continued concentration of women in lower-paid roles remains a key factor influencing the overall pay gap.

RGS Worcester remains committed to addressing these structural challenges through:

- Ongoing monitoring of pay and workforce composition
- Fair and transparent recruitment practices
- Internal and external salary benchmarking
- Supporting career progression opportunities for all staff

Women make up a significant majority of the overall workforce at RGS Worcester, representing approximately 71% of all employees. This reflects the School's strong representation of female staff across a wide range of roles, particularly within teaching, pastoral care, and support functions.

This high level of participation highlights the School's success in attracting and retaining talented women and demonstrates a positive and inclusive working environment. It also provides a strong foundation for continued progress in supporting female career development and increasing representation in senior and leadership roles.

Additionally, in late 2024, the School established a Staff Governor Forum to strengthen engagement between employees and governance. This forum provides a structured platform for staff to raise matters of importance, including those relating to pay, career progression, and workplace equity. The introduction of this forum is a positive step in ensuring that employees are actively considered at a strategic level. Over time, it is expected to support more informed decision-making, greater transparency, and targeted actions to address structural factors which may contribute to improving the gender pay gap.

The School reaffirms that men and women are paid equally for work of equal value. The value of roles is determined through market benchmarking and organisational need.

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