

Royal Grammar School - Gender Pay Gap Reporting

The Royal Grammar School presents the information in relation to gender pay gap reporting below.

Using hourly rates of pay for all female and male employees of the Royal Grammar School, there is a mean pay gap of 11.36% and a median pay gap of 6.87%.

The percentage of females and male employees for the Royal Grammar School in each quartile are presented below.

Quartile	Female %	Male %
Upper quartile	32	68
Upper middle quartile	36	64
Lower middle quartile	53	47
Lower quartile	49	51

All staff are treated equally throughout the recruitment process and whilst employed by the charity. Staff receive equal pay for equal work regardless of gender.

Teaching pay scales are applied to a role regardless of the gender of the teacher. Support staff salaries are based on market rates and applied to the specific role carried out regardless of gender as above.

King Edward VI's Grammar School (the 'Charity'), which incorporates Lanesborough Preparatory School and the Royal Grammar School Guildford, has a duty to calculate and report on gender pay under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

This information has been calculated following the government guidelines and is reported on the government website (GOV.UK). The calculations are based on data from 5 April 2017.

The charity has an obligation to report on the gender pay gap between hourly rates of pay, but does not operate a bonus payment scheme so cannot report on this area. Each school has its own pay scales and staff receive equal pay for equal work regardless of gender.

Using hourly rates of pay for all female and male employees the Charity has a mean pay gap of 14.79% and a median pay gap of 12.02%. The national average figures are 18.1% and 17.4% respectfully.

The percentage of females and males in each pay quartile are presented below.

Quartile	Female %	Male %
Upper quartile	37	63
Upper middle quartile	47	53
Lower middle quartile	62	38
Lower quartile	60	40

These figures have all been approved by the board of governors.