

Royal Grammar School - Gender Pay Gap Reporting – April 2019

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 11.34% and a median pay gap of 13.68%.

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

Quartile	Female %	Male %
Upper quartile	30	70
Upper middle quartile	42	58
Lower middle quartile	50	50
Lower quartile	48	52

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.

1509 Group which is the holding company for RGS and Lanesborough 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 2018.

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 13.44% and a median pay gap of 12.67%. The percentage of females and males in each pay quartile are presented below.

Quartile	Female %	Male %
Upper quartile	39	61
Upper middle quartile	52	48
Lower middle quartile	56	44
Lower quartile	62	38

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