

RGS Preparatory School and Royal Grammar School Guildford - Gender Pay Gap Reporting – April 2024

1509 Group which is the holding company for Royal Grammar School Guildford which incorporates the RGS 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 2024.

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 20.12% and a median pay gap of 17.48%.

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

Quartile	Female %	Male %
Upper quartile	27	73
Upper middle quartile	53	47
Lower middle quartile	60	40
Lower quartile	70	30

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.

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