



## Gender Pay Report 2021

### School Website

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 RMS, as an organisation with over 250 employees, is required to publish an annual report on its gender pay gap. By law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. Using the mechanisms set out in the legislation, the results for the year ending 5th April 2021 show:

- The mean gender pay gap for RMS is +1.55% (previous year +3.29%)
- The median gender pay gap for RMS is -13.72% (previous year -19.5%)

As RMS does not pay bonuses the following calculations are not applicable:

- The mean gender bonus gap
- The median gender bonus gap
- The proportion of male employees in RMS receiving a bonus
- The proportion of female employees receiving a bonus

#### 1. Reporting of Mean/ Median Gender Pay Gap

RMS is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- carry out pay and benefits audits at regular intervals;
- benchmark pay for roles with external organisations/ Schools
- evaluate job roles and pay grades as necessary to ensure a fair structure

## 2. Reporting of Proportion of Male/Female Staff by Pay Band

In addition, we need to disclose the proportion of full-pay men and women in each of four quartiles pay bands. The distribution of men/women across the pay quartiles when we order hourly rate of pay from highest to lowest and group into four equal quartiles can be seen below:

At RMS, the pattern does not reflect the situation in the UK economy as a whole, where men are more likely than women to be in senior roles (and particularly in very senior roles at the top of organisations). Nor does it reflect recent analysis of pay in the education sector. New analysis BY WomenEd, 2021\* shows that regardless of teaching role, school phase or structure, men are typically being paid more than women. At classroom level, the figures show that men earn an average of 2.4 per cent more. However, this increases to 6.4 per cent at senior leadership and 11.3 per cent at headteacher level. This is not the case at RMS.

At RMS, the majority of our highest paid staff are teachers of whom most are female, and women hold the majority of school leadership roles, with the exception of the Head and Assistant Head, Co-Curricular who are male. Therefore, men on the whole earn less than women. We are confident male and female staff at RMS are treated equally on appointment and throughout their careers at RMS and we believe that our gender pay gap accurately reflects the nature of our workforce.

In contrast with some other schools, all our Catering and Housekeeping staff are employed by RMS. Elsewhere such staff, who are at the lower end of the spectrum, are contracted through an external provider. We believe in all staff being given the same employment rights and benefits. The lower quartile is dominated by part time, term time and flexible working roles which appeal to those with family caring responsibilities outside of the workplace. In general women are more likely to have caring responsibilities, and this influences our employment and therefore our statistics. RMS School is committed to supporting staff in achieving a work / life balance which works for them and the School.

Over the past year, the steps that RMS has taken to promote gender diversity in all areas of its workforce include the following:

- **Updating the evidence base:** we benchmark all roles to ensure internal and external parity.
- **Ensuring all job adverts are free from gender bias language**
- **Advertising job roles internally and externally**
- **Working with agencies who commit to sourcing diverse candidates and encourage diversity in education**
- **Reviewing the application and use of government backed schemes;** Schemes such as Apprenticeships, Job Retention Scheme and Traineeships are used to encourage a wider pool of applicants and improved gender balance across the school community.
- **Benefitting from the fact that RMS is a values led organisation;** values are used to ensure we have the right behaviours to support the school's ambitions.
- **Investing in our leaders to develop their capability.**
- **Focussing on Diversity and Equal Opportunities;** Introducing a clear and compelling Diversity, Equity & Inclusion strategy

The School aims to be at the forefront of girls' education and the presence of successful women in senior positions presents a good role model to the pupils. RMS is committed to reporting on an annual basis the work it is doing to reduce the gender pay gap and the progress that we are making.

I confirm that the calculations accurately reflect the School's position as at 5th April 2021 and comply with the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Signed by

Diana Robinson

Interim Director of Finance & Operations

3<sup>rd</sup> February 2022

\*The report has been published jointly by WomenEd, the National Association of Head Teachers (NAHT), Association of School and College Leaders (ASCL), and National Governance Association (NGA). <https://www.nga.org.uk/getmedia/cfd4a912-52b6-4847-b249-33a0331c04c5/Closing-the-gender-pay-gap-in-Education-a-leadership-imperative.pdf>