



Gender Pay Report 2022

School Website

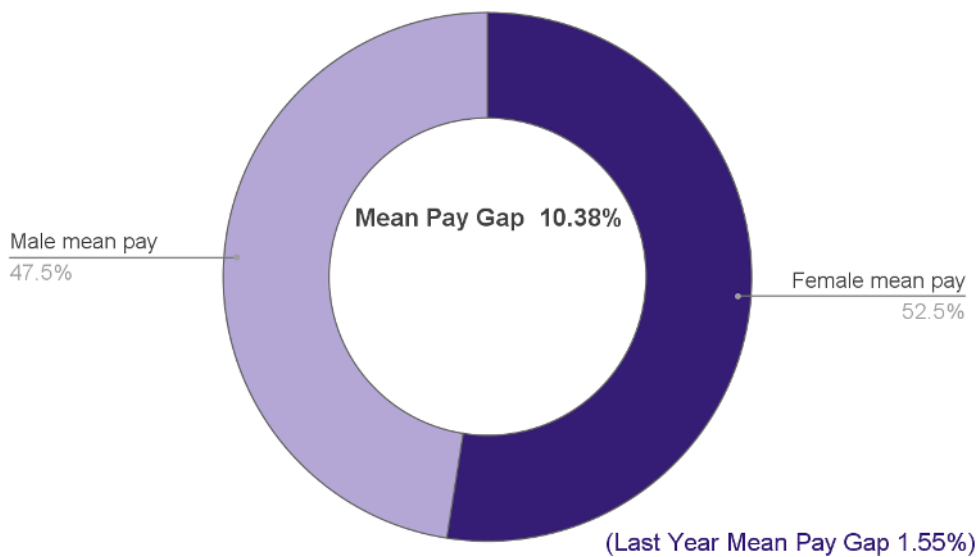
As an organisation with over 250 employees, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, RMS is required to publish an annual report on its gender pay gap. By law, men and women must receive equal pay for:

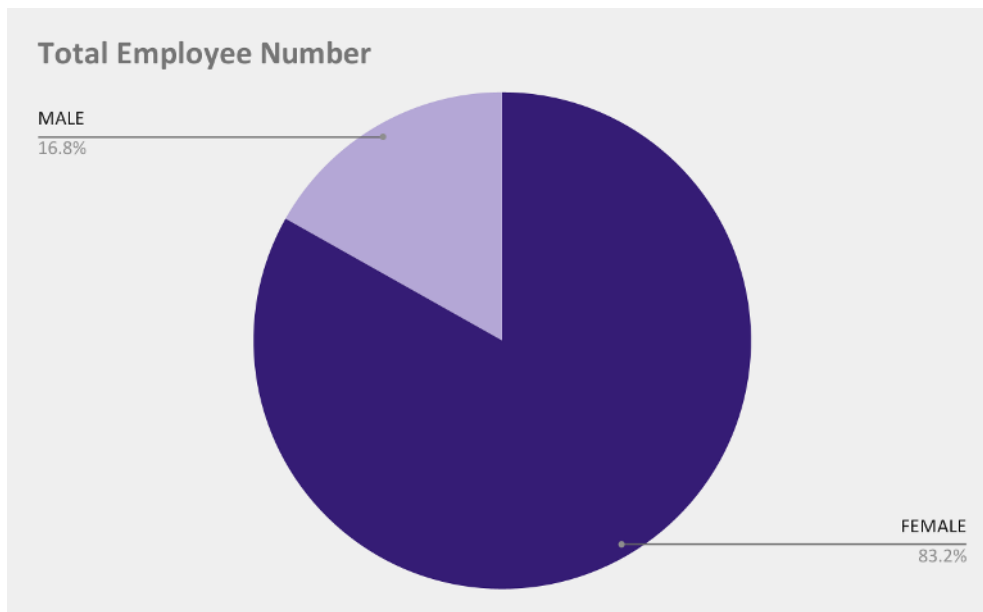
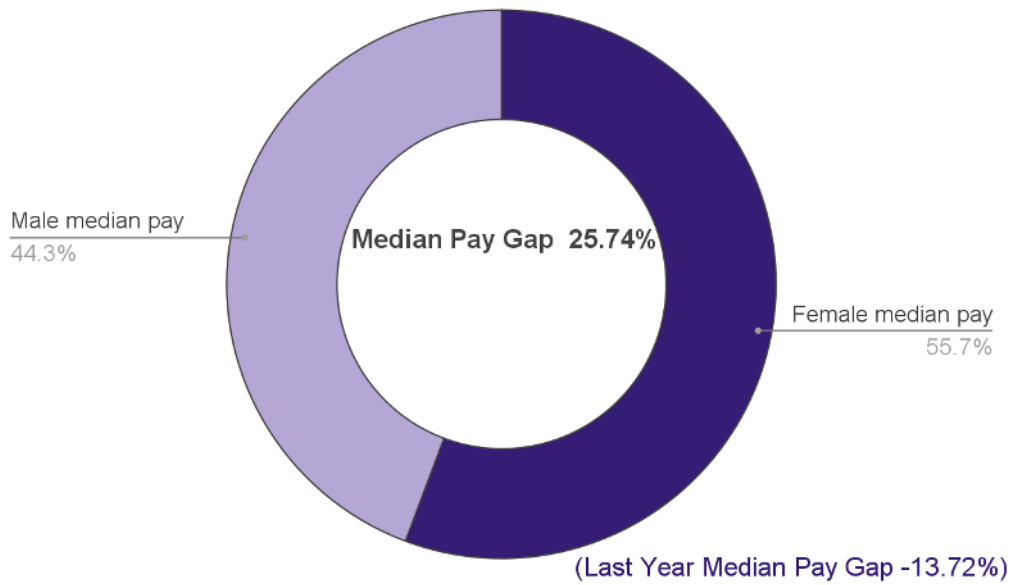
- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

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 2022 show:

- The mean gender pay gap is -10.38% (in favour of women) (previous year +1.55%)
- The median gender pay gap is -25.74% (in favour of women) (previous year -13.72%)





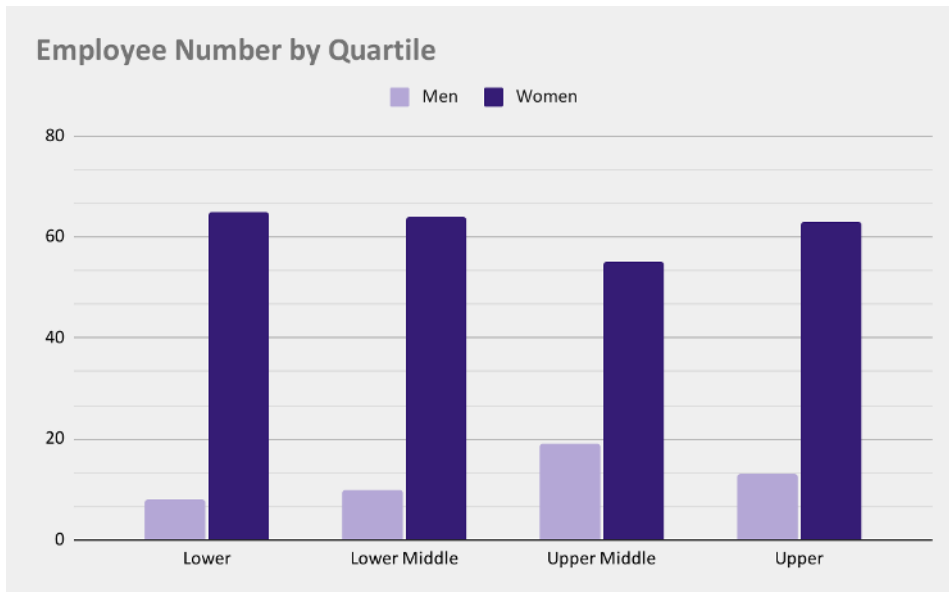
As RMS does not pay bonuses the following calculations are not applicable:

- 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

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



Reporting of Proportion of Male/Female Staff by Pay Band

At RMS, the distribution of men/women across the pay quartiles from highest to lowest 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).

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.

RMS has taken steps over recent years to promote gender diversity in all areas of the workforce to include the following:

- Ensuring all job adverts are free from gender bias language
- Blind shortlisting for all roles
- Working with agencies who commit to sourcing diverse candidates and encourage diversity in education
- Reviewing the application and use of government backed schemes such as Apprenticeships, Job Retention Scheme and Traineeships to encourage a wider pool of applicants
- Focussing on Diversity and Inclusion

I confirm that the calculations accurately reflect the School's position as at 5th April 2022 and comply with the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Signed by

Emma Ghosh

Director of Finance & Operations February 2023