



# REIGATE GRAMMAR SCHOOL

## Gender Pay Gap Statement 2020

Reigate Grammar School employs over 250 staff and as a consequence is required to publish the average rates of pay for our Male and Female employees. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The effective date is 5<sup>th</sup> April 2020.

We are obliged to report on the average rates of pay for Male and Female employees and provide the following information on both the school and a government website.

### Mean Gender Pay Gap

Using the mean average pay, female employees are paid 20.3% less than male employees

### Median Gender Pay Gap

Using the median average pay, female employees are paid 25.9% less than male employees

### Mean Gender Bonus Gap

The mean bonus gap is 49.8%

### Median Gender Bonus Gap

The median bonus gap is -8.5%

### Pay Quartiles

Top Quartile	46% male	54% Female
Upper Middle Quartile	27% male	73% Female
Lower Middle Quartile	27% male	73% Female
Lower Quartile	18% male	82% Female

At Reigate Grammar School, Reigate St Mary's and Chinthurst School, men and women are paid equally for doing equivalent jobs throughout the group. Teachers are remunerated on a pay scale that rewards them for their level of experience and the additional responsibilities that they assume. Support staff pay reflects the skills and responsibility of each role and is evaluated within the school, as well as across the local market for similar job roles.

The gap in pay detailed above reflects the makeup of the school's workforce, with significantly fewer male staff taking on part time and term time roles, especially in the lower quartile.

We will use the gender pay gap reporting process to seek actions to reduce the gap and confirm that the calculations are an accurate representation of the school's position as at 5<sup>th</sup> April 2020.

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Bursar

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From **Human Resources**

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