

Rugby School Gender Pay Gap

New annual legal requirements under the Equality Act 2010, require relevant employers in the private and voluntary sectors to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees. This report is for the snapshot date of 5 April 2018.

When looking at gender pay it is important not to confuse this with equal pay. Equal pay is the requirement to pay men and women equally for performing the same or similar work. Gender Pay reporting shows the balance of men and women within the School at all levels and the effect this has on the average hourly rates across the School as a whole.

Rugby School 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.

Rugby School is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the School and the salaries that these roles attract. Furthermore, in a boarding school such as ours, some of the lower paid roles attract other significant benefits, which are not reflected in the statutory calculation of the gender pay gap. An example of this is the role of Matron, which comes with free live-in accommodation in the boarding house.

Rugby School has 588 employees of which 65% are female. The gender pay gap is caused primarily because the School has a far larger proportion of female employees in the lowest two quartiles (Bands A and B) of hourly rates.

The table below shows pay quartiles by gender. This shows our workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band. However, within Rugby School, 87% of the employees in Band A are women and 13% men. The percentage of male employees increases throughout the remaining bands, from 29% in Band B to 55% in Band D.

Pay Quartiles by Gender

Band	Males	Females	Description
A Lower Quartile	13%	87%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B Lower Middle Quartile	29%	71%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C Upper Middle Quartile	45%	55%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D Upper Quartile	55%	45%	Includes all employees whose standard hourly rate places them above the upper quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap

The mean gender pay gap for Rugby School is 29.98%. This means on average women's hourly rate is 29.98% less than men's. The median gender pay gap is 44%.

Bonus Gap

The bonus gap for the reporting period shows the mean bonus gap is 5.14%, in favour of men. The median bonus pay gap is 0%. The proportion of male employees receiving a bonus is 6.7% and the proportion of female employees receiving a bonus is 2.5%.

I, Peter Nicholls, Chief Operating Officer, confirm that the information in this statement is accurate.

Signed



Peter Nicholls

5 March 2019