



# Rugby School Group Gender Pay Gap Report

As at 5 April 2025

The Equality Act 2010 requires relevant employers in the private and voluntary sectors to publish annual 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 2025.

When looking at the Gender Pay Gap 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 Group at different pay levels and the effect this has on the average hourly rates across the Group.

Rugby School Group 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. Colleagues in the same roles, with the same level of experience, are therefore paid the same regardless of any protected characteristic.

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 driven by the nature of the roles held by men and women across the Group.

In the year, The Rugby School Group had 803 relevant employees, of which 508 (63.26%) were female. In the lower quartile of hourly rates, 86.67% of employees were female. This mix in the lower quartile has a material impact on the Gender Pay Gap; however, the ratio in the lower quartile is not untypical of the wider education sector.

The table below shows pay quartiles by gender. This shows Rugby School Groups 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).

Band	Males	Females	Description
<b>A</b> Lower Quartile	9.83%	90.17%	Employees whose standard hourly rate places them at or below the lower quartile
<b>B</b> Lower Middle Quartile	29.14%	70.86%	Employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C</b> Upper Middle Quartile	43.35%	56.65%	Employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D</b> Upper Quartile	55.56%	44.44%	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 the Rugby School Group in the year was 25.85% (27.11% in prior year). The median gender pay gap was 34.08%.

### **Bonus Gap**

There was no Bonus Gap as none was awarded during the reporting period.

Having considered the steps recommended by the Gender Pay Gap Service to help close the gap, Rugby School is confident that it already adopts many of the recommendations. However, it remains committed to continually reviewing how it can improve benefits and working conditions for all colleagues.

I, Dean White, Chief Operating Officer, confirm that the information in this statement is accurate.

Signed

**Dean White**  
**2 April 2026**