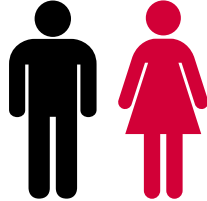


What is the difference between equal pay and the gender pay gap?

Equal pay is men and women being paid the same amount for the same work. At RPS we believe we do pay equally, right across the board.



Even with equal pay for equal roles, a **gender pay gap** can still arise where one gender is disproportionately represented in higher or lower paid roles.

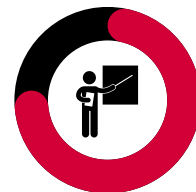
RPS gender mix by headcount



ALL STAFF



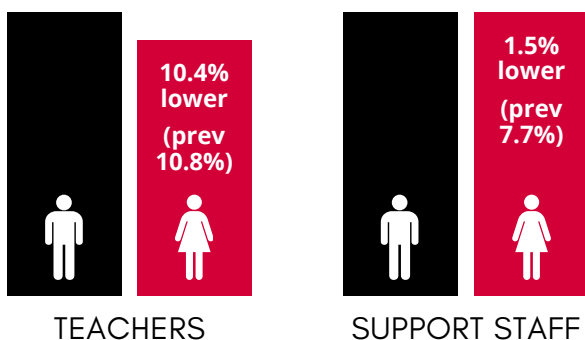
SUPPORT STAFF



TEACHERS

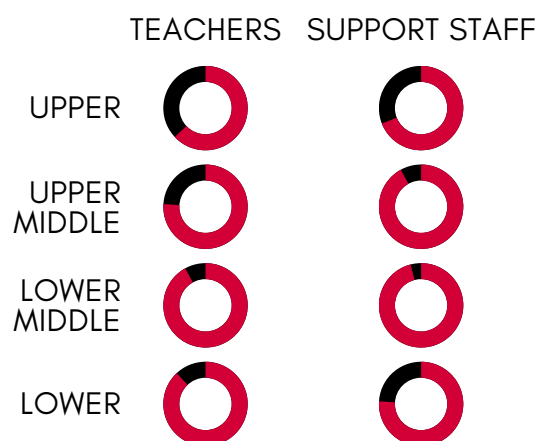
RPS gender pay gap

Here is the **gender pay gap** for our two staff groups at Roundwood Park, using average (median) hourly pay. This is a comparison within each group, not between the two groups.



Quartiles

Quartiles show the percentage of men and women in four equal sized groups based on hourly pay.



Analysis

For both groups the Gender Pay Gap continues to close. This is a combination of three factors; the impact of the government's National Living Wage strategy, the effect of individual recruitment decisions (which do not include any affirmative action in respect of the GDG, of course), and our RPS diversity policy of making leadership and management positions more available to those wishing to work part-time/flexibly. This policy should continue to close the gap in the long term.

However, we should also recognise that our number of male employees is very small, and that individual appointment decisions can have a very large impact on the gap (eg notably the Support Staff median measure gap this year). Grade bands can also create step shifts in the median point. We cannot expect to see the gap close consistently in every period, regardless of our strategies.



GENDER PAY GAP

DATA 2025

WHOLE SCHOOL

218 'full-pay relevant' staff
on 31 March 2025

FEMALE

175
80%

MALE

43
20%

TEACHERS

102 'full-pay relevant' staff
on 31 March 2025

FEMALE

79
77%

MALE

23
23%

SUPPORT STAFF

116 'full-pay relevant' staff
on 31 March 2025

FEMALE

96
83%

MALE

20
17%

HOURLY PAY	MEAN PAY GAP	MEDIAN PAY GAP	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
All staff	19.2% 22.2%	34.9% 35.1%	16% M 84% F	11% M 89% F	16% M 84% F	35% M 65% F
Teachers	15.3% 18.3%	10.4% 10.8%	12% M 88% F	8% M 92% F	35% M 65% F	36% M 64% F
Support Staff	14.1% 19.5%	1.5% 7.7%	24% M 76% F	7% M 93% F	7% M 93% F	31% M 69% F

Note: Mean/median pay gap is calculated as a percentage of men's pay (hourly pay). So a positive figure indicates that pay is lower for female staff. Prior period figures are shown in blue