



ROUNDHAY SCHOOL

EST. 1903

Roundhay School Pay Gap Report Snapshot Date 31st March 2020

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year, showing how large the pay gap is between their male and female employees. On 31st March 2020 Roundhay School had 283 employees on the payroll.

The results of these calculations are detailed below:-

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	23	37.9

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	15.9	19.1	32.4	48.5
Female (% females to all employees in each quartile)	84.1	80.9	67.6	51.5

In 2020 women's average earnings are 15.5% less than men, this is down from 17.4% in 2019. At Roundhay School women's mean hourly earnings are 23% and median hourly earnings are 37.9% less than men. This is a 4.9% increase on the previous year's mean rate and a 5.5% increase on the median rate.

Breaking down the gender pay gap data by quartiles has helped us to identify exactly where attention should be focused. Over half (51.5%) of the Roundhay Schools Senior Leaders are female and there is a higher proportion of women than men in the department's top pay quartile.

However there is also a higher concentration of women to men in the department's lowest pay quartile, which has contributed to the gender pay gap

The gender distribution of staff is 72% female and 28% male. In teaching roles (52% of staff) the proportion is 63% female and 37% male. In non-teaching roles (48% of staff) the proportion is 82% female and 18% male

Through the initiatives referenced below Roundhay School will work to continue to support women's progress in the workplace.

- Support for women returning to work: through shared parental leave, job sharing or part time opportunities, childcare vouchers, flexible working
- Enhanced maternity/paternity pay

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for Roundhay School

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Matthew Partington
Headteacher