



ROUNDHAY SCHOOL

EST. 1903

Roundhay School Pay Gap Report Snapshot Date 31st March 2018

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 2018 Roundhay School had 255 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	14.2	26.9

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)	27.4	24.6	35.5	44.3
Female (% females to all employees in each quartile)	72.6	75.4	64.5	55.7

Women's average earnings are 17.9% less than men. At Roundhay School women's mean hourly earnings are 14.2% and median hourly earnings are 26.9% less than men. This is a 2.3% improvement on the previous years mean rate and a 1.7% improvement on the median rate.

Last years national figures showed that women's mean hourly pay was 14.3% lower than mens. At Roundhay School this figure is 14.2%

Breaking down the gender pay gap data by quartiles has helped us to identify exactly where attention should be focused. Over half (55.7%) 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

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
- Improving the recruitment process: we are rolling out a new online recruitment system which will us the ability to anonymise the application process and to reduce unconscious bias.

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



Matthew Partington
Headteacher
28th March 2019