



Gender Pay Gap Reporting

Radley College is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results here, on the College's website, and on the government website (GOV.UK) within one calendar year of 5 April 2018.

The following data has been approved for reporting by Council (the College's governing body).

Using the hourly rates of pay of all male and female employees, the College has a mean pay gap of 31.3% and a median pay gap of 38.84% (2017 40.5% and 43.3% respectively).

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2018, 0.9% of the population were in receipt of a bonus (no male employees and two female employees). It is therefore not possible this year to report the mean and median gender bonus gaps.

The percentage of males and females in each **pay quartile** are as follows:

	5 April 2018	
Quartile	Female %	Male %
First quartile	83.2	16.8
Second quartile	45.5	54.5
Third quartile	39.3	60.7
Fourth quartile	29.2	70.8

Radley's gender pay gap is strongly influenced by the salaries and gender make up of staff in different roles. The teaching staff, which make up over a quarter of its employees, and whose pay falls mostly in the highest paid quartile, are predominantly male. The housekeeping staff, which also comprise about a quarter of employees, and whose pay falls mostly in the lowest paid quartile, are predominantly female.

Salaries for all staff are paid according to role, meaning, for example, a male cleaner is paid the same as a female cleaner and a male teacher is paid on the same salary scale as a female teacher. Teaching salary scales have been collectively agreed.

Sarah Ballard, Head of Human Resources, March 2019