



# The Royal School

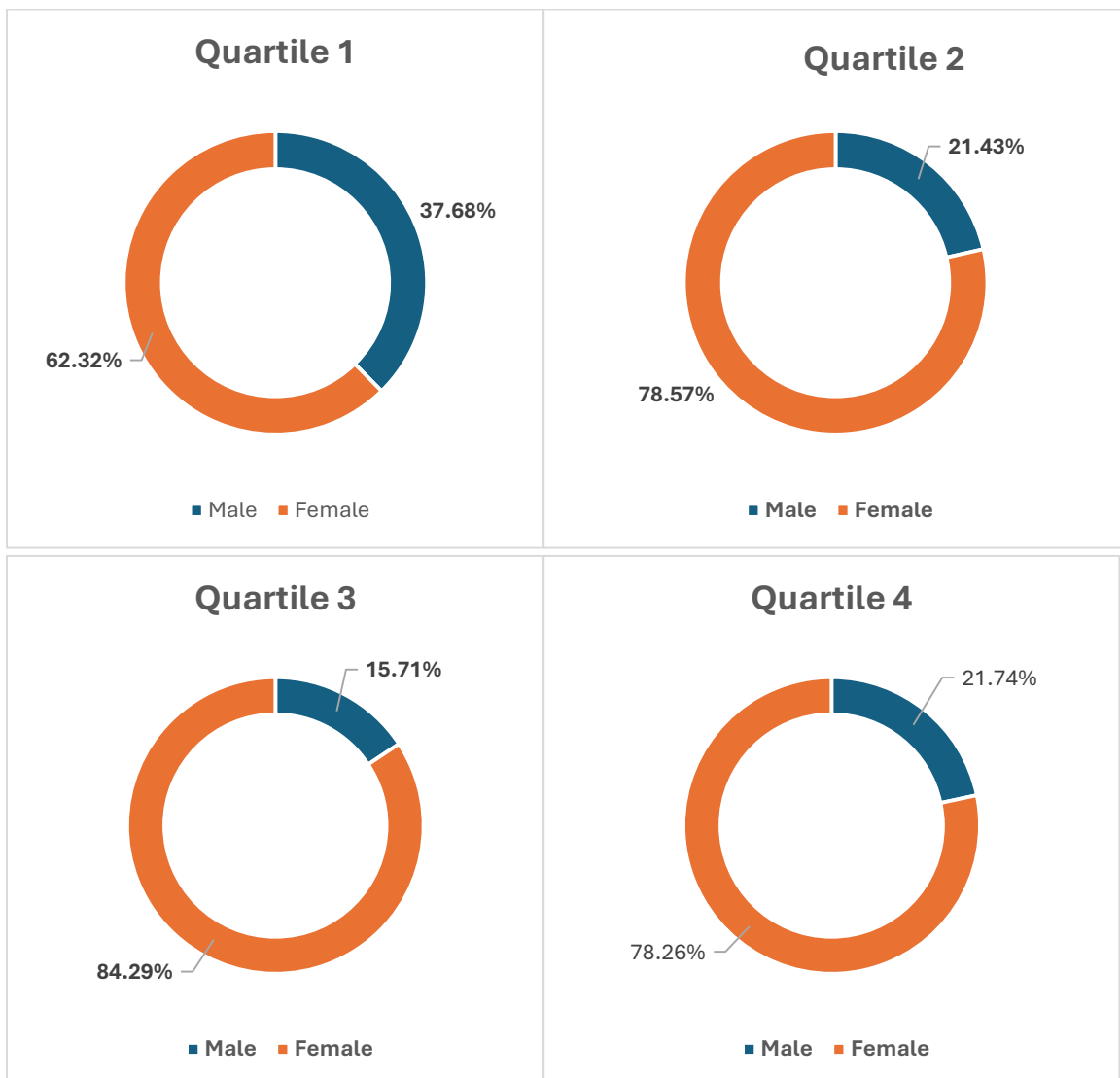
Wolverhampton

## The Royal School Wolverhampton – Gender Pay Gap 2025

### Gender Pay Gap Statement 2025

The gender pay gap is a measure of the difference between the average hourly earnings of men and women should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work for the same value.

The images below reflect the gender distribution at The Royal School Wolverhampton when employees are placed into four equally sized quartiles, based on pay.



## **Data**

The table below includes detail on the equal quartiles by gender.

<b>Quartile</b>	<b>No. of Males</b>	<b>No. of Females</b>
1 - Upper	26	43
2 – Upper Middle	15	55
3 – Lower Middle	11	59
4 - Lower	15	54
<b>Total</b>	<b>67</b>	<b>211</b>

## **Gender Pay Gap Data**

<b>Gender Pay Gap</b>	<b>Gender 2024</b>
Mean	16.9%
Median	17.8%

The mean average hourly rate of pay for men is 17% higher than for women. The median gender pay gap (the difference between the mid-point of the hourly rate of all men compared to the mid-point of all women) reflects that the hourly rate of pay for men is 18% higher than for women.

## **Context**

At The Royal School Wolverhampton, we are passionate about addressing our commitment to diversity and we continue to do so in a number of ways including recruiting new employees based on their skills and qualities instead of their demographic characteristics (gender, ethnicity, age etc.) and providing all employees with equal opportunities for continuing professional development, in order to progress their career. We recognise that we are an inclusive and diverse single academy trust and ultimately, our aim is to employ a workforce which reflects the communities it serves. We are committed to achieving a balanced workforce at all levels, whilst ensuring that no individual is disadvantaged or treated less favourably.

At a snapshot date of 31 March 2024, The Royal School Wolverhampton employed 278 staff, 211 (76%) females and 67 (24%) males. There were significantly more females employed in each category, including the upper quartile (62%), which is indicative of the number of successful female leaders within the Trust. The Senior Leadership includes a fair distribution of males and females.

The lowest quartiles include a high proportion of females (78%), these are mainly administrative, domestic and teaching support roles.

### **Action to Improve our Gender Pay Gap**

The Royal School, Wolverhampton is dedicated to closing the gender pay gap and recognises that this is part of the ongoing commitment to the active promotion of equity and diversity within the Trust.

We have established safer recruitment processes and practices to ensure decision-making supports an inclusive culture.

Further work will be undertaken to continue to improve our gender pay gap. This will include staff surveys, a structured selection process and enhancement of the staff wellbeing policy to provide family- friendly framework and practices to support work-life balance.