



# REIGATE GRAMMAR SCHOOL

## Gender Pay Gap Statement 2025

Reigate Grammar School employs over 250 staff and as a consequence is required to publish the average rates of pay for our Male and Female employees. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The effective date is 5<sup>th</sup> April 2025.

We are obliged to report on the average rates of pay for Male and Female employees and provide the following information on both the school and a government website.

### Mean Gender Pay Gap

Using the mean average pay, female employees are paid 13.9% less than male employees

### Median Gender Pay Gap

Using the median average pay, female employees are paid 27.2% less than male employees

### Mean Gender Bonus Gap

The mean bonus gap is 62.2%

### Median Gender Bonus Gap

The median bonus gap is 73.7%

### Pay Quartiles

Top Quartile	36.4% male	63.6% Female
Upper Middle Quartile	28.8% male	71.2% Female
Lower Middle Quartile	21.2% male	78.8% Female
Lower Quartile	21.1% male	78.9% Female

At the Reigate Grammar School Group, men and women receive equal pay for performing equivalent roles across the organisation. Teaching staff are paid according to a structured scale that reflects their experience and any additional responsibilities they undertake. Salaries for support staff are determined by the skills and responsibilities required for each position and are benchmarked both internally and against comparable roles in the local job market.

The gap in pay detailed above reflects the makeup of the school's workforce, with significantly fewer male staff taking on part time and term time roles, especially in the lower quartile.

We will use the gender pay gap reporting process to seek actions to reduce the gap and confirm that the calculations are an accurate representation of the school's position as at 5<sup>th</sup> April 2025.

Helena Briggs  
01/04/2026

From **Human Resources**