



# Rossall

EXPANDING HORIZONS



## Gender Pay Gap Report 2017

# Gender Pay Gap Report

All businesses with more than 250 employees are now required to produce an annual Gender Pay Gap Report. This involves carrying out calculations to show the difference in the average earnings of men and women in the organisation. We are required to publish the results on the Government website and also on Rossall School's website.

The data was taken from a snap shot in time on 1<sup>st</sup> April 2017. The results are as follows:

Mean gender pay gap:	2.23%
Median gender pay gap:	-1.72% (this is a negative figure)
Proportion of genders in the lower quartile:	23.8% male      76.2% female
Proportion of genders in the lower middle quartile:	46.8% male      53.12 female
Proportion of genders in the upper middle quartile:	28.13% male      71.87% female
Proportion of genders in the upper quartile:	41.27% male      58.73% female

The results of the mean and median calculations show that there is only a very small difference between the earnings of men and women at Rossall School.

The majority of the staff at Rossall School are female (65%).

The median calculation is a negative figure which results from many of our senior roles being held by women.

Rossall School is committed to equal opportunities and diversity in the workplace, and training and promotion opportunities are open to everyone. We are confident that men and women are paid equally for doing equivalent jobs across our business.

Rossall School will continue to review policies and practices to ensure they are relevant and fair.

I confirm that the data reported is true and accurate:



Emma Sanderson  
Bursar