



Rossall

INSPIRING EXCELLENCE



Gender Pay Gap Report 2024

Gender Pay Gap Report

All businesses with more than 250 employees are 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 the salary data on 26th March 2024. The results are as follows:

Mean gender pay gap:	19.2%	
Median gender pay gap:	39.55%	
Proportion of genders in the lower quartile:	24.32% male	75.68% female
Proportion of genders in the lower middle quartile:	38.67% male	61.33% female
Proportion of genders in the upper middle quartile:	34.67% male	65.33% female
Proportion of genders in the upper quartile:	57.33% male	42.67% female

The majority of the staff at Rossall School are female (61.2%).

The mean and median calculations reflects the fact that there is a higher number of female staff in our cleaning and catering roles, which are at the lowest end of our pay bands. However the percentages are lower than in previous years due to there now being more male staff employed in these areas.

The median figure continues to be high due to the fact that the Head is male. The upper quartiles show that many of the senior roles continue to be 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:



Stephanie Capstick
Head of Human Resources and Compliance