



Gallagher

Insurance | Risk Management | Consulting

Gender Pay Gap Report

Radley College

Findings

25th January 2023

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Contents

Introduction.....	2
Summary of Gender Pay Gap Key Figures.....	3
Understanding the Data.....	4
Trend Comparison.....	7
Appendix 1: The Regulations Explained.....	9

1. Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for Radley College as of the 5th of April 2022 snapshot date.

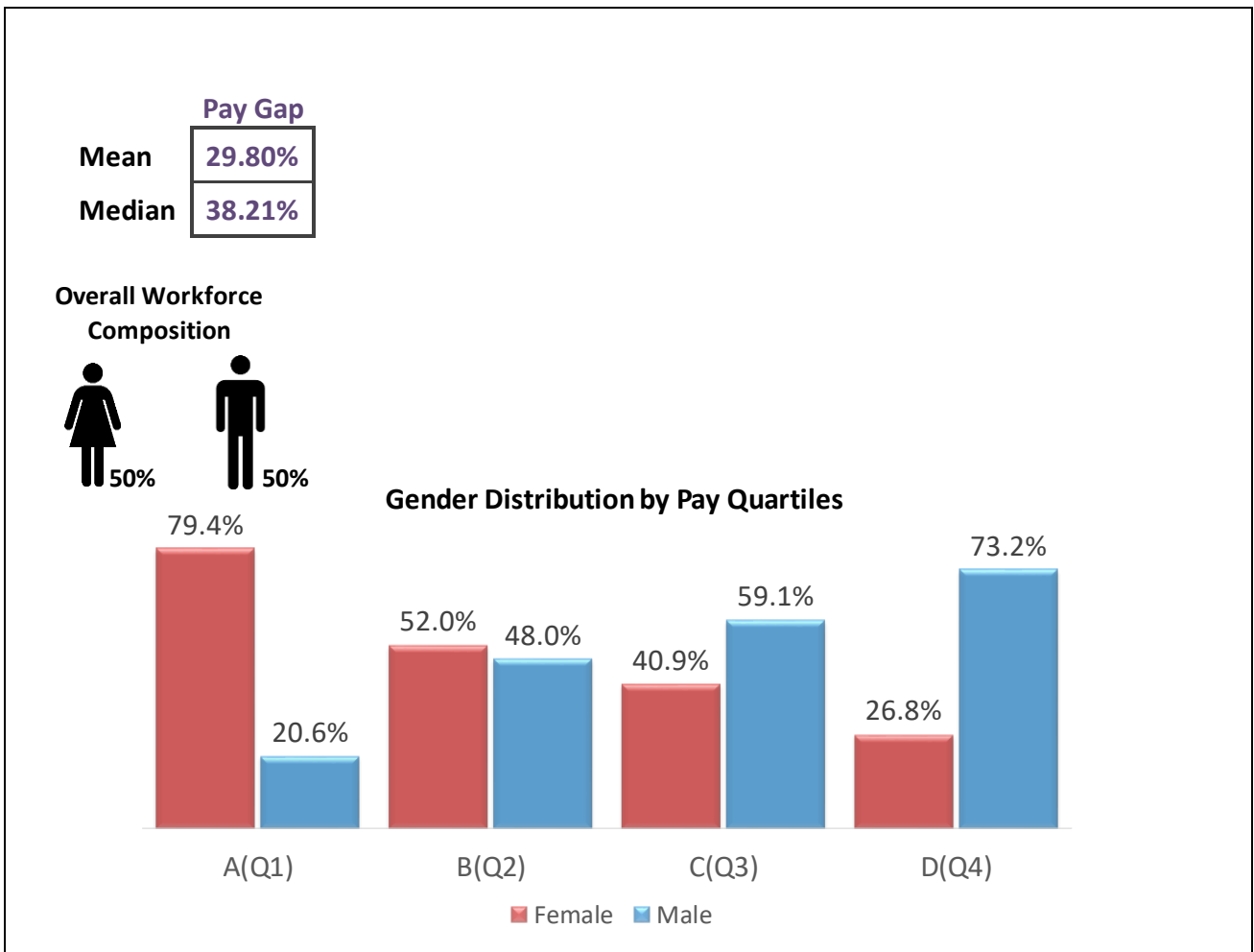
A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the government-sponsored website. Employers are required to publish the overall mean and median gender pay gaps, the difference in mean and median bonus payments paid to men and women, the proportion of male and female employees that received a bonus, and the gender distribution across the pay quartiles.

The calculations make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

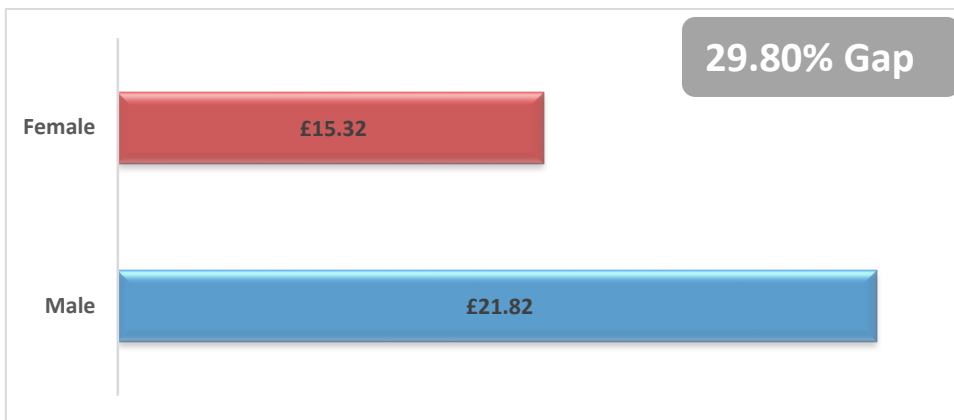
2. Summary of Gender Pay Gap Key Figures



3. Understanding the Data

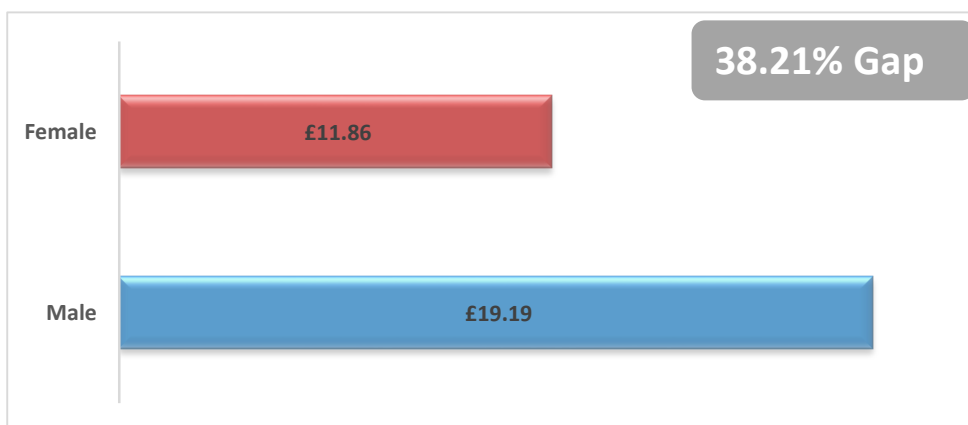
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 29.8%, this is above the national mean of 13.9% according to the Office for National Statistics, 2022.



Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 38.21% which again is higher than the national median of 14.9% according to the Office for National Statistics, 2022.



Impact of Covid-19 on national gender pay gap data

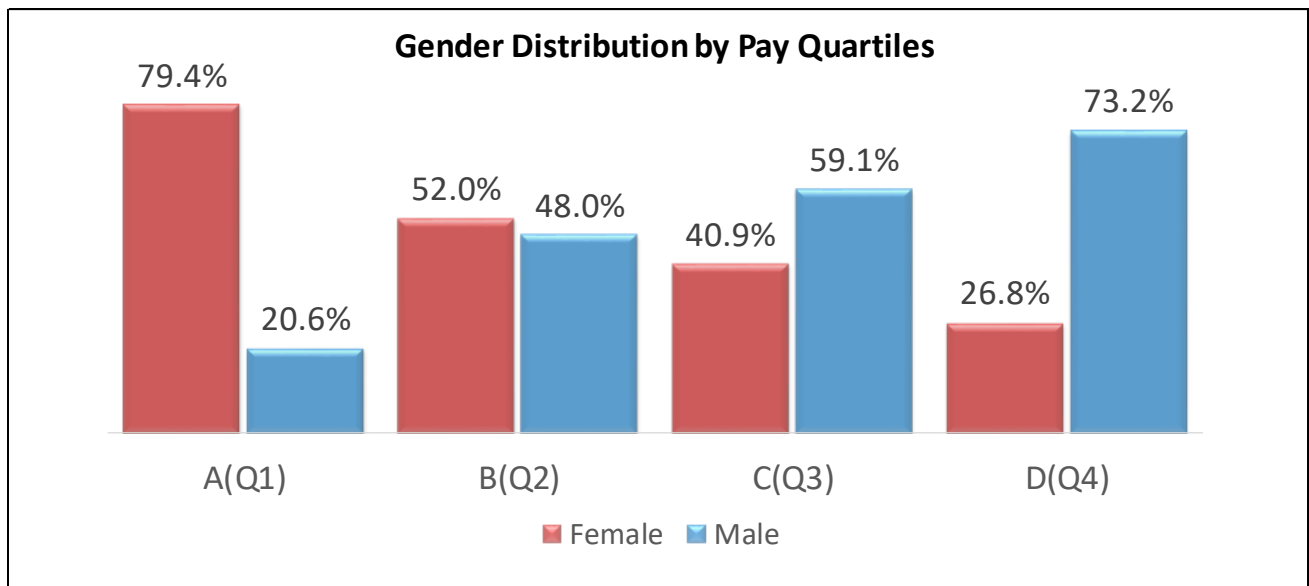
Although the coronavirus (COVID-19) had a substantial impact on labour market hours worked and pay, it has not had as significant an impact on national gender pay gap data. External research undertaken by the Office for National Statistics found that that a slightly higher proportion of men than women were furloughed with reduced pay during the pandemic, and that for both men and women, the vast majority were in the lowest-paying jobs. As the national median gender pay gap is based on median pay, furloughing has had only a small impact on the national gender pay gap, and the majority of the reduction in this gap is because of underlying changes in pay.

Bonus Payments and Participation

No bonuses were awarded in this reporting cycle.

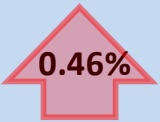
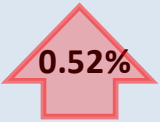
Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that while females are represented well across the pay quartiles, they are significantly underrepresented in the highest pay quartile.

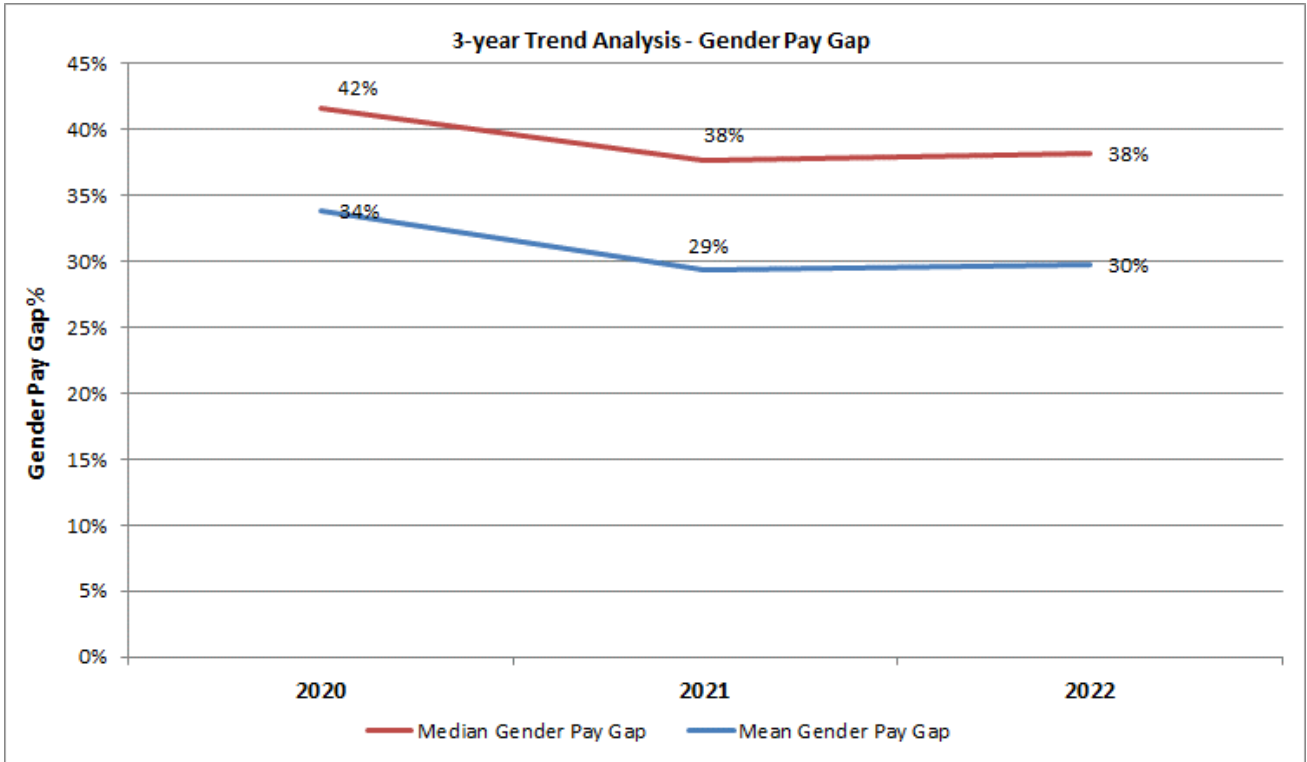


4. Trend Comparison

When we consider comparison between this year and that of the most recent reporting cycle in 2022, we see a slight widening at both the mean and the median gender pay gap.

	2020	2021	2022	2022 Vs 2021
Mean Gender Pay Gap	33.86%	29.34%	29.80%	 0.46%
Median Gender Pay Gap	41.66%	37.69%	38.21%	 0.52%
Mean Gender Bonus Gap	-	-	-	-
Median Gender Bonus Gap	-	-	-	-
Males receiving bonus	0.00%	0.00%	0.00%	-
Females receiving bonus	0.00%	0.00%	0.00%	-

When we look across the 3-year period, we see broad alignment across this period in respect of both the mean and median gender pay.



Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2022, and annually thereafter

The main items to be reported on are:

- Mean and median hourly pay difference
- Mean and median bonus pay difference
- Proportion of male and female employees receiving bonus
- Male and female headcounts within each pay band*

*Pay bands are as follows:

- A. Lowest paid to lower quartile
- B. Lower quartile to median
- C. Median to upper quartile
- D. Upper quartile to highest paid

Definitions

- Lower Quartile: The point below which 25% of the recorded salaries fall
- Median: The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- Upper Quartile: The point below which 75% of the recorded data falls
- Mean: The sum of all the numbers in a group divided by the number of numbers in the group.

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