

## **Gender Pay Gap Reporting**

We welcome the opportunity to participate in gender pay gap reporting, which identifies the balance of male and female staff at all levels of our organisation and the impact on hourly rates of pay. At St Paul's Girls' we continue to provide all employees with equal opportunities based on merit.

The gender pay gap is the difference in average hourly wages of all male and female employees, expressed as a percentage of male employees' average hourly wages. It is calculated using the average hourly pay of all the employees, regardless of job role or seniority.

The gender pay gap report is an important tool to help identify potential issues with pay practices and to ensure that we are paying employees fairly and equitably. We are committed to fair pay irrespective of gender and will continue to build on actions and initiatives aimed at eradicating the gender pay gap, including continuing to review our recruitment process, continuing to support flexible working arrangements for both men and women and promoting career development opportunities.

We at St Paul's Girls' School employ over 250 people under the gender pay gap reporting definition and the data was calculated in accordance with the statutory guidelines. 278 employees were eligible for inclusion in the pay gap data for 5 April 2022.

A negative gender pay gap means that women were paid more than men at the reporting date.

### **Commentary on the Data**

120 of the eligible employees are teaching staff at the school. All teachers are paid on the same scale regardless of gender and all teaching and support roles are open to male and female applicants. Payments are also made for additional responsibilities such as being head of an academic department. Salaries for staff are determined in accordance with experience and market rates.

Overall, the mean and median were -4.4% and -15.5% respectively in favour of female staff. The mean has gone up while the median has decreased since our last report.

### **Data**

Total number eligible employees	278
Number relevant female employees	174
Number relevant male employees	104
Mean gender pay gap	-4.4%
Median gender pay gap	-15.5%
Female employees receiving bonus pay	3.5%
Male employees receiving bonus pay	1.5%
Mean bonus gap	-929.8%
Median bonus gap	-476.9%

## Pay Quartiles

