

# **Gender Pay Gap Reporting - April 2023**

## **Overview:**

As of the April 2023, St. Paul's Girls' School has conducted an analysis of its gender pay gap to ensure transparency and equity in its employment practices.

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.

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. 274 employees were eligible for inclusion in the pay gap data for 5 April 2023. A negative gender pay gap means that women were paid more than men at the reporting date.

## **Commentary on the Data**

### **1. Total Number of Eligible Employees:**

- Total number of eligible employees: 274 (278 in 2022)

### **2. Gender Distribution:**

- Number of relevant female employees: 172 (174 in 2022)
- Number of relevant male employees: 102 (104 in 2022)

### **3. Gender Pay Gap Analysis:**

- Mean gender pay gap: -1.5% (-4.4% in 2022)
- Median gender pay gap: -10.9% (-15.5% in 2022)

The mean gender pay gap at St. Paul's Girls' School stands at -1.5%, indicating that, on average, female employees earn 1.5% more per hour than male employees. Similarly, the median gender pay gap is -10.9%, suggesting a more significant disparity in median hourly wages, where female employees earn approximately 10.9% more than male employees.

121 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.

## Pay Quartiles

