



Gender Pay Gap Statement April 2021

Background

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires all private sector employers with 250 or more employees to publish gender pay information on an annual basis, relating to the pay period that includes 5 April each year. St Paul's School is committed to the principle of equal opportunities and equal treatment for all employees.

The Gender Pay Gap (GPG) is the difference between the average earnings of men and women, expressed relative to men's earnings and is not to be confused with Equal Pay which requires men and women doing the same job to receive the same pay.

In March 2018 St Paul's published its first Gender Pay Gap statement, based on information collected in April 2017. The following table shows the data produced annually thereafter and includes the 2021 results.

2021 Results

Gender split of staff covered by the GPG: 60% male; 40% female

	Mean GPG	Median GPG	Mean Bonus Pay Gap	Median Bonus Pay Gap	Women receiving bonus pay	Top quartile (% female)	Upper middle quartile (% female)	Lower middle quartile (% female)	Lower quartile (% female)
April 2017	14.87%	28.48%	0%	0%	0%	20%	35.29%	45.88%	44.71%
April 2018	10.52%	24.29%	62.77%	73.33%	2.67%	23.45%	33.75%	45.00%	37.50%
April 2019	14.46%	25.96%	44.29%	27.58%	0.79%	21.95%	39.02%	44.58%	46.99%
April 2020	19.21%	34.08%	77.61%	76.17%	2.19%	22.35%	40.48%	44.05%	55.29%
April 2021	14.48%	32.25%	-35.33%	-20.01%	3.6%	25.88%	38.37%	43.02%	52.33%

With a focus and commitment to fair pay irrespective of gender, the Executive team continues to work hard to eradicate the gender pay gap. The first female High Master in the school's 500 year history was appointed and more female teaching staff took on roles with greater responsibilities. Although bonus payments are very rare and awarded exceptionally, this year saw a greater recognition in awards made to female staff.

The quartiles generally show a positive trend in reducing the gender pay gap with the exception of the top quartile which was impacted by the departure of a senior female member of staff.

The Executive team is committed to fair pay irrespective of gender and we 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 for women.

I confirm that the calculations are an accurate representation of our position on 5 April 2021.

A handwritten signature in black ink that reads "Sally-Anne Huang". The script is cursive and fluid, with the first name "Sally" and last name "Huang" clearly legible.

Sally-Anne Huang
High Master