



Gender Pay Gap Statement April 2020

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 2020 results.

2020 Results

Gender split of staff covered by the GPG: 59% male; 41% 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%

Several factors affected the figures for 2020 including the departure of a number of senior female teaching staff, the exclusion of salaries for a number of teaching staff on maternity and the appointment of additional administrative staff who were predominantly female on lower salaries.

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 reviewing our recruitment

process, continuing to support flexible working arrangements for both men and women and promoting career development opportunities for women.

The largest number of staff are in SPS Teaching, who also earn higher salaries in line with market forces, and this is the primary influence upon the figures for the mean/median pay gap.

I confirm that the calculations are an accurate representation of our position on 5 April 2020.

A handwritten signature in black ink, reading "Sally-Anne Huang". The signature is written in a cursive, flowing style.

Sally-Anne Huang,
High Master (since September 2020)