



Gender Pay Gap Statement April 2022

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. This 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 2022 results.

2022 Results

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

In the table, a positive pay percentage means that women are paid less. A negative pay percentage means that men are paid less.

	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%
April 2022	17.27%	33.09%	-100%	-100%	2.04%	27.78%	35.56%	48.89%	51.11%

Summary

This year, we saw a slight increase in both the mean and median GPG but note there is a positive trend in the % of females in the top quartile. Additionally, although utilised exceptionally to reward outstanding contribution and effort, we have seen a greater number of women only being awarded bonus payments. We have also committed to implementing more favourable maternity pay provisions from September 2023.

Although we have seen an increase in our GPG, the Executive Team remains committed to fair pay irrespective of gender. As part of the School's growing commitment to diversity, equality and inclusion, we will continue to build on actions and initiatives which aim to eradicate the GPG. By extension, this will ensure our community can be a place where people of all genders, particularly women, feel safe, welcome, and valued.

These actions include but are not limited to:

- reviewing our recruitment process in an effort to diversify our staff body.
- continuing to support flexible working arrangements for both men and women.
- promoting career development opportunities for women that enables them to take on additional responsibilities, to ensure a diverse pipeline of talent throughout the School.

I confirm that the calculations are an accurate representation of our position on 5 April 2022.



Sally-Anne Huang
High Master