



ST PAUL'S SCHOOL

Est.1509

Gender Pay Gap statement

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. As required by the Regulations, we have calculated our gender pay gap using the required analysis in order to show the difference between the average earnings of men and women across the School.

Gender Pay Gap reporting is not to be confused with Equal Pay. Equal pay, is the requirement that men and women doing the same job should be paid the same. As a School we are committed to and ensure that we do not pay men and women differently for doing the same or equivalent work. The Gender Pay Gap is as a result of the roles which men and women are employed in and the salaries these roles attract. In accordance with the regulations, certain sets of data are required to be published.

- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The data below is based on salaries of staff at St Paul's and St Paul's Junior School in post in April 2017.

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)
14.87%	28.48%	0%	0%	0%	20%	35.29%	45.88	44.71%

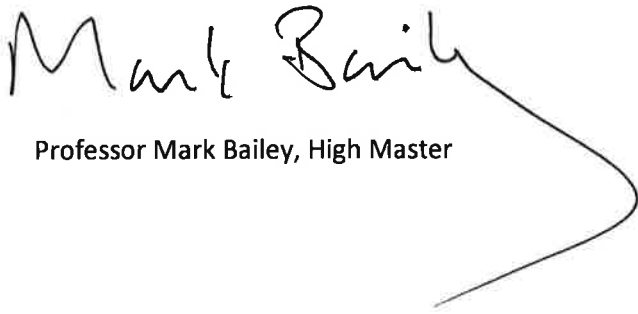
Current national average gender pay gap is 18.1%

The data indicates that on average men are paid 14.87% more than women and that the two highest paid quartiles are predominantly male. The main contributory factors to the gender pay gap are that the majority of staff are teachers, 72% of whom are male: such a high proportion is characteristic of a boys' school (although 70% of new teachers recruited over the past 5 years have been female which has increased percentage of female teachers from 24% in 2012 to 28% in 2017). Recruitment of women among support staff has increased dramatically in the same period, including four to board level roles, but its impact on the gender pay gap is restricted because teaching staff on average are paid more than support staff, due to a competitive academic pay scale with automatic incremental pay rises, higher entry qualifications for teachers, and opportunities for salary enhancement in teaching roles through additional management allowances.

Despite these structural imbalances, SPS's gender pay gap is below the national average and we are committed to reviewing recruitment practices; monitoring pay to ensure there is no bias towards either gender when recruiting to posts; and to exploring ways of attracting more females into academic senior management posts.

This is the first time the School has produced gender pay gap information. When the School produces data for its second gender pay gap report in 2019 it will evaluate any changes to the pay gap against the reviews detailed above. The School values this information and will use it in future to ensure that St Paul's continues to uphold and improve its performance as an employer in this respect.

I confirm that the calculations are an accurate representation of our position on 5 April 2017.

A handwritten signature in black ink that reads "Mark Bailey". The signature is written in a cursive style. A long, thin, curved line extends from the bottom of the signature, pointing towards the right and then curving back towards the left, ending below the printed name.

Professor Mark Bailey, High Master