



St Paul's School

FOUNDED 1509

Gender Pay Gap statement April 2019

Background

In March 2018 St Paul's published its first Gender Pay Gap statement, based on information collected in April 2017. Following analysis and discussion of that information, in May 2018 the Operational Executive adopted formally a Gender Pay Gap action plan. Legislation stipulates that these figures must be produced annually, and in March 2019 we published the figures for April 2018.

2019 Results

The 2019 results are better than the national averages, and better than St Paul's' figures for 2017. The median is down 1% on last year, and the mean down 4%. However, the percentage of women in the top two quartiles for pay shows continuous improvement. The 2019 figures are the first since the adoption of the action plan, although that plan did not envisage any impact until the April 2020 figures.

	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%

The gender profile of the staff body has changed little over the past three years, with a preponderance of males in SPS Teaching and more balanced proportions of males/females in SPJ Teaching and Support. 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, and for the top two quartiles.

The government template requires companies to document bonuses, but these figures are largely irrelevant at St Paul's because bonus payments are very rare. The sample size for bonuses is very small and fluctuating from year to year. The size of Special Responsibility Allowances has increased

year on year, reflecting the expansion of female roles in additional responsibilities and leadership roles.

I confirm that the calculations are an accurate representation of our position on 5 April 2019.

A handwritten signature in black ink, appearing to read 'Mark Bailey', with a long, sweeping flourish extending to the right.

Professor Mark Bailey, High Master