



St Paul's School
FOUNDED 1509

Gender Pay Gap Statement April 2023

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 2023 results.

2023 Results

Gender split of staff covered by the GPG: 56% male; 44% 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%
April 2023	17.31%	30.83%	-100%	-100%	0.58%	26.32%	37.5%	54.17%	57.29%

Summary

The majority of staff in the school are male employees although we saw an increase of 3% in the recruitment of female staff, which was predominately within our support staff functions. Our appointment of a number of senior positions this year were also male, including the Head of Junior School. Women only continued to benefit from the bonus payment.

We remain 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 narrow 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:

- continually reviewing our terms and conditions of employment and benefits package to support working arrangements for both men and women. We will aim to maintain our robust approach to remuneration, ensuring that all salaries are benchmarked both internally and externally against the market.
- continually reviewing our recruitment processes in an effort to diversify our staff body as well as continuing to attract, recruit and develop the best people, without bias.
- 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 2023.



Sally-Anne Huang
High Master