

Gender Pay Gap Report 2022

The Saint John's School Foundation values all employees and is committed to ensuring that there is equality across the organisation and to providing all employees with equal opportunities. We aim to ensure that staff are fairly paid with regard to both teaching and support staff.

The School collected its data during the pay period including 05 April 2022. The full pay relevant employees comprised 211 staff members, 90 of whom were male and 121 were female.

The report

The gender pay gap is designed to show the difference between the average (mean or median) earnings of men and women.

Mean Gender Pay Gap

Using the mean average pay, female employees are paid 8.16% less than male employees (2021 3.94%; 2020 6.10%; 2019 7.49%; 2018 10.30%).

Median Gender Pay Gap

Using the median average pay, female employees are paid 22.20% less than male employees (2021 17.92%; 2020 13.65%; 2019 17.73%; 2018 18.70%).

Bonus Payments

1 bonus payment was made to a female member of staff.


Pay Quartiles

	Male %	Female %
Upper Quartile	55.77	44.23
Upper Middle Quartile	41.51	58.49
Lower Middle Quartile	39.62	60.38
Lower Quartile	33.96	66.04

Our Commitment

The rise in both the mean and median gap can be explained by a shift in the number of female staff in each quartile whereas male staff have remained largely the same. There continues to be a higher percentage of female staff in the lower quartile due to part time, term time roles which female applicants are attracted to.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information in this statement is accurate.

Signed: 

Chair of the Governing Council of The Saint John's School Foundation

Date: 15 March 2023