



## Gender Pay Gap Report 2018

St John's School is a co-educational day and boarding school based in Surrey. Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, St John's School now falls within the scope of these regulations as in addition to our regular employees, we are also supported by a number of workers including casual staff.

The School collected its data during the pay period including 5 April 2018. The full-pay relevant employees comprised 208 staff members, 98 of whom were male and 110 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 10.30% less than male employees

### Median Gender Pay Gap

Using the median average pay, female employees are paid 18.70% less than male employees

### Pay Quartiles

	Male %	Female %
Upper Quartile	61.54	38.46
Upper Middle Quartile	42.31	57.69
Lower Middle Quartile	44.23	55.77
Lower Quartile	40.38	59.62

St John's School did not make any bonus payments during the period.

### Our Commitment

The School actively seeks to improve the co-educational experience for boys and girls and as such we aim to improve our staff gender distribution which we believe will promote diversity and inclusion across the genders.

We are an equal opportunities employer and male and female staff are treated fairly and equally no matter what position they hold within the School. We have an internal tiered pay structure for both teaching and support staff. All staff are encouraged to grow and earn to their full potential.

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 on behalf of the School by the Chair of Council

John D Willis

20 March 2019