



Gender Pay Gap Report 2019

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

The School collected its data during the pay period including 05 April 2019. The full pay relevant employees comprised 215 staff members, 96 of whom were male and 119 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 7.49% less than male employees (previous year 10.30%).

Median Gender Pay Gap

Using the median average pay, female employees are paid 17.73% less than male employees (previous year 18.70%).

Bonus Payments

The School does not usually pay bonuses but due to exceptional circumstances 2 bonus payments were made, both to female staff. **The bonus pay gap is -1.57% as** both payments were to female staff.

Mean Bonus Pay

£8,534 the pay gap is not applicable as payment was made to female staff only.

Median Bonus Pay

£8,534 the pay gap is not applicable as payment was made to female staff only.

Pay Quartiles

	Male % (previous year)		Female % (previous year)	
Upper Quartile	57.41	(61.54)	42.59	(38.46)
Upper Middle Quartile	40.74	(42.31)	59.26	(57.69)
Lower Middle Quartile	40.74	(44.23)	59.26	(55.77)
Lower Quartile	39.62	(40.38)	60.38	(59.62)

Our Commitment

We are pleased to report that our gender pay gap has reduced and this is reflected by the increase of female employees in the upper quartile. The lower quartile data reflects the fact that lower paid roles are predominately taken by female staff.

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.

John Collins

Signed on behalf of the School by the Chair of the Governing Council
31 March 2020