



Gender Pay Gap Report

St John's School 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 academic and support staff.

The School collected its data during the pay period including 05 April 2020. The full pay relevant employees comprised 218 staff members, 94 of whom were male and 124 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 6.10% less than male employees.

Median Gender Pay Gap

Using the median average pay, female employees are paid 13.65% less than male employees.

Bonus Payments

Five bonus payments were made to two male and three female staff. Mean Bonus Pay Gap 37.79%
Median Bonus Pay Gap 46.79%

Pay Quartiles

	Male %	Female %
Upper Quartile	59.26	40.74
Upper Middle Quartile	33.33	66.67
Lower Middle Quartile	41.82	58.18
Lower Quartile	38.18	61.82

Our Commitment

We are pleased to report that our gender pay gap is continuing to reduce and this is reflected by the trend of female employees being paid in the upper quartiles. Our lower quartile still suggests that many female staff traditionally take the lower paid roles, which are often part time and term time only to fit in with family life.

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 the Governing Council

5 April 2021