

St Peter's School, York

Gender Pay Gap – April 2018



By law we are required to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings. Calculations are made on the basis of the hourly rate of pay.

This is our report for the snapshot date of 5 April 2018.

Difference between gross hourly earnings for all men and all women

This statistic is calculated against two measures.

The mean average shows the overall difference in pay: across all staff at all levels, men are paid an average of 18.49% more per hour than women.

The median average is a comparison between the midpoint in all female salaries against the midpoint in all male salaries. When you compare the middle point of the salary range for men and women, men are paid 33.10% more per hour than women.

| Difference between gross hourly earnings for all men and all women | |
|--|--------|
| Mean | Median |
| 18.49% | 33.10% |

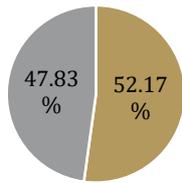
Gender distribution

Differences in the average hourly rate of pay are often a result of the proportion of men and women working at different levels in an organisation. If most senior staff are male, it will raise the overall average for men above the average for women. If most staff who are paid the least are women, this will lower their overall average for pay.

The table below shows the gender distribution at St Peter's School when colleagues are placed in four equally sized quartiles based on pay. We have almost as many women as men in the most senior roles, but women account for four out of five of those who are paid the least.

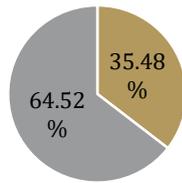
| Band | Males | Females |
|-----------------------|--------|---------|
| Upper Quartile | 52.17% | 47.83% |
| Upper Middle Quartile | 35.48% | 64.52% |
| Lower Middle Quartile | 45.16% | 54.84% |
| Lower Quartile | 21.51% | 78.49% |

Upper Quartile



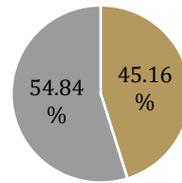
■ Male ■ Females

Upper Middle Quartile



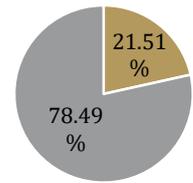
■ Male ■ Females

Lower Middle Quartile



■ Male ■ Females

Lower Quartile



■ Male ■ Females

Commentary

We are satisfied that, regardless of gender, we pay the same rate for the same role, and firmly believe in equal pay for equal roles. When we are recruiting for a vacant position we employ the person most suitably qualified for the role, irrespective of gender.

Teaching staff, regardless of gender, are paid according to a salary scale containing incremental points. Each year of post-qualification experience means an automatic increase up to the next point.

Support staff, regardless of gender, are paid at a rate appropriate to the role according to a support staff salary scale. All our staff, including Domestic and Catering Assistants, are paid above the National Living Wage of £7.83 per hour.

The gap in mean and median figures is explained by the fact that the lowest hourly rates tend to be paid to Domestic and Catering assistants, and most of these roles are filled by women: for example, 55 women earn our minimum hourly rate, in comparison to only six men. These roles are often part time, and may fit around school hours. As women are often the main child carer, they are much more likely to apply for these roles. This tendency is illustrated by the proportion of women in the Lower Quartile.

Salary Sacrifice arrangements for childcare vouchers and the cycle to work scheme have affected the hourly rates of nine women and nine men.

No bonuses are paid and so no bonus gap is being reported.

Prepared by Rachael Johnson, Finance Manager.

I can confirm that the data in this report is true and accurate.

William Woolley
Chairman of the Board of Trustees

29 March 2019