

St Peter's School, York

Gender Pay Gap – April 2023



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 based on the hourly rate of pay.

This is our report for the snapshot date of 5 April 2023.

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 17.39% 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 31.58% more per hour than women. Our overall median gender pay gap has widened by 1 percentage point on the previous year as the proportion of women in the middle and upper quartiles has decreased.

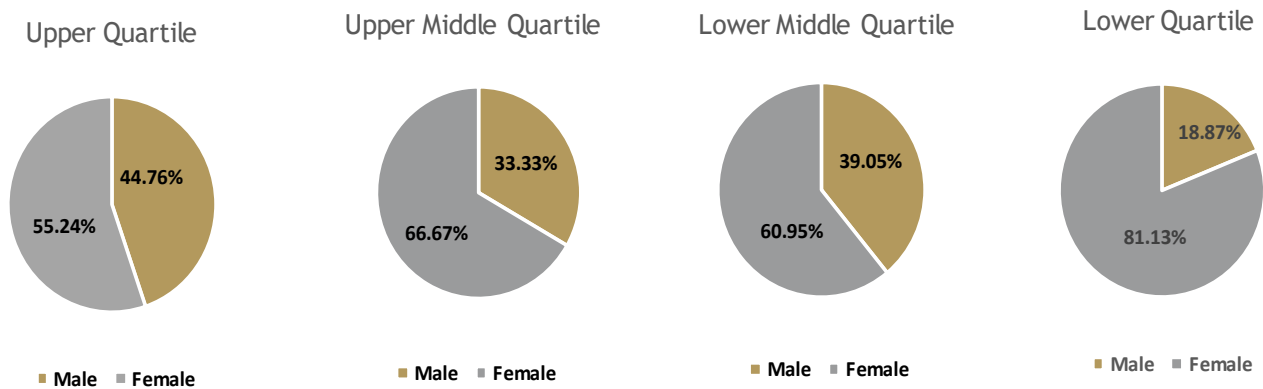
Difference between gross hourly earnings for all men and all women	
Mean	Median
17.39%	31.58%

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 more women than men in each of the quartiles, however the gap is more prominent in the lower quartile as the roles at the lower end of the pay scale tend to be filled by women.

Band	Males	Females
Upper Quartile	44.76%	55.24%
Upper Middle Quartile	33.33%	66.67%
Lower Middle Quartile	39.05%	60.95%
Lower Quartile	18.87%	81.13%



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 post, 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 £10.42 per hour. From April 2024 we will be adopting the Real Living Wage as a minimum hourly rate.

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 currently filled by women: for example, 69 women earn our minimum hourly rate, in comparison to only 11 men. We are committed to addressing the gender pay gap in all quartiles through updated advertising and hiring approaches, staff training in Unconscious Bias, offering flexible working options when possible and through our diversity, equity and inclusion action plan. More information is available on request for these.

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

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

Prepared by Rachael Johnson, Director of Finance.

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

William Woolley
Chairman of the Board of Trustees

March 2024