

## Gender Pay Gap

The mean and the median hourly rate for female and male groups are detailed below.

Difference in mean hourly rate of pay -	-3.67%
Difference in median hourly rate of pay -	-15.39%
Difference in mean bonus pay -	0%
Difference in median bonus pay -	0%
Percentage of employees who receive bonus pay -	0.28%

The gender pay gap analysis is expressed in quartiles as per the regulation.

### April 2019

The quartiles show:

Quartile	% Male	% Female
Upper Quartile	31.96	68.04
Upper Middle Quartile	20.99	79.01
Lower Middle Quartile	34.83	65.17
Lower Quartile	28.89	71.11

Number of employees within the organisation 250 - 499

### Narrative

At 5th April 2019 the Stephen Perse Foundation employed 374 staff of which 357 are included in the gender pay gap analysis (71% of employees are women). This figure has been established using guidance provided by the regulation to identify staff that fall in to the full pay relevant employee category.

The calculations for teaching and full time support staff are based on working 52 weeks per year and for the majority of term time only staff 41 weeks per year. The pay gap is reflective of our organisation and we offer equal opportunities to all staff regardless of gender.



**Patricia Kelleher**  
Principal

January 2020