

## Gender Pay Gap - 2023

Under the Equality Act (Gender Pay Gap Information) Regulations 2017 (the Regulations), the Stephen Perse Foundation is required to publish certain figures that measure our gender pay gap. This is the Foundation's seventh mandatory gender pay gap published in accordance with the Regulations that came into force on 6th April 2017.

In the report, 'full-pay' means those who received their full pay on the date the figures represent. Full-pay statistics therefore exclude any members of staff who did not receive their full pay on that date, such as those who were on maternity leave or sick leave and therefore receiving less than full pay.

### The mean and the median hourly rates

The mean and median gender pay gap percentages below indicate the differences between (respectively) the mean and median hourly rates of pay of male full-pay relevant employees versus those of female full-pay relevant employees. A negative value, where shown in the table below, indicates that female employees, on average, earn more per hour than their male counterparts at the Foundation by the percentage difference indicated.

Difference in mean hourly rate of pay	9.23%
Difference in median hourly rate of pay	3.48%

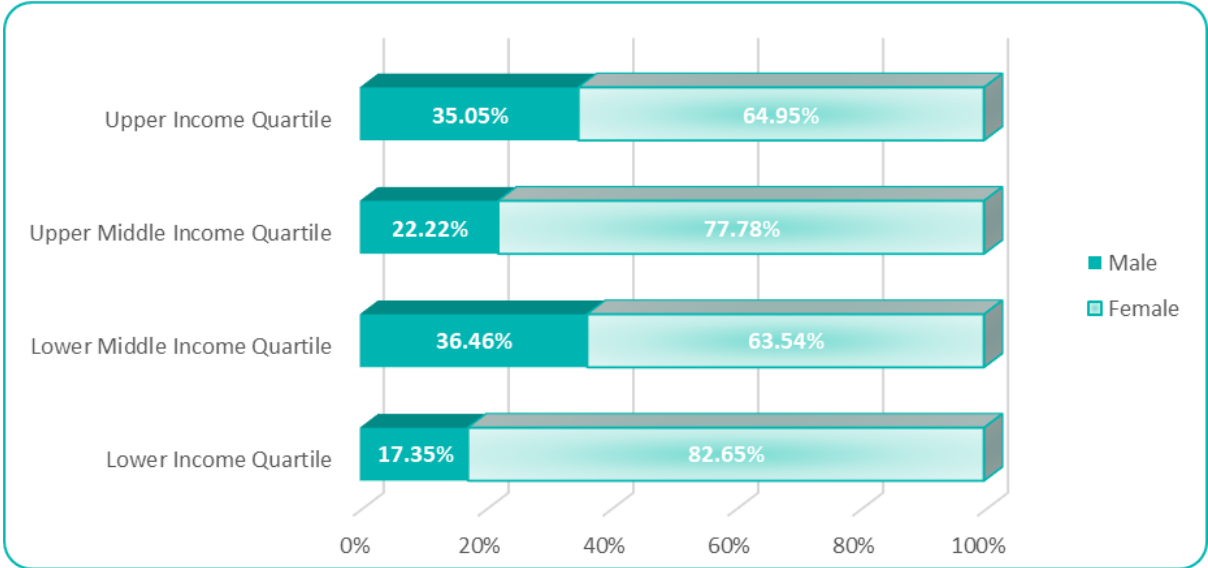
### Bonus pay gap

No bonuses were paid.

### Gender pay gap quartile percentages

The gender pay gap analysis is expressed below in income quartiles. For example, for the upper income quartile 35.05% of staff are male and 64.95% of staff are female. The quartiles are as follows:

Quartile	% Male	% Female
Upper Quartile	35.05%	64.95%
Upper Middle Quartile	22.22%	77.78%
Lower Middle Quartile	36.46%	63.54%
Lower Quartile	17.35%	82.65%



**Narrative**

On 5th April 2023 the Stephen Perse Foundation employed 425 staff, of which 390 are included in the gender pay gap analysis. The 35 staff not included were either on maternity leave (2), shared parental leave (1), sabbatical leave (1), unpaid long term absence (1), long term sickness (2), or casual workers (28) who received no pay in April. 72% of employees included in this gender pay gap analysis are female.

The figures above have been established using guidance provided in the Regulations to identify staff that fall into 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, 42 weeks per year (inclusive of their holiday entitlement).

The pay gap is reflective of the gender balance of our organisation and we offer equal opportunities to all staff regardless of gender.

**Richard Girvan**  
Principal

**October 2023**