

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 -	1.67%
Difference in median hourly rate of pay -	-9.85%
Difference in mean bonus pay -	0%
Difference in median bonus pay -	0%
Percentage of employees who receive bonus pay -	0%

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

April 2018

The quartiles show:

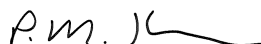
Quartile	% Male	% Female
Upper Quartile	25.97	74.03
Upper Middle Quartile	25.33	74.67
Lower Middle Quartile	32	68
Lower Quartile	26	74

Number of employees within the organisation 250 - 499

Narrative

At 5th April 2018 the Stephen Perse Foundation employed 304 staff of which 300 are included in the gender pay gap analysis. 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 2019