

## 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 5% - Mean

Difference in median hourly rate of pay 2% - Median

Difference in mean bonus pay 100% - Mean

Difference in median bonus pay 100% - Median

Percentage of employees who receive bonus pay - Male      Female  
100%

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

The quartiles show:

Quartile	% Male	% Female
Upper Quartile	33	67
Upper Middle Quartile	21	79
Lower Middle Quartile	31	69
Lower Quartile	21	79

Number of employees within the organisation 250 - 499

### Narrative

At 5<sup>th</sup> April 2017 The Stephen Perse Foundation employed 287 members of staff of which 268 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.