

The Leys and St Faith's School Foundation
Gender Pay Gap Report as at 31 March 2017

Gender Pay

Mean gender pay gap	18.2%
Median gender pay gap	27.1%

Gender Quartile Percentages

Upper Quartile

Proportion of Males	56.9%
Proportion of Females	43.1%

Upper Middle Quartile

Proportion of Males	31.7%
Proportion of Females	68.3%

Lower Middle Quartile

Proportion of Males	31.7%
Proportion of Females	68.3%

Lower Quartile

Proportion of Males	29.4%
Proportion of Females	70.6%

Commentary

- The Foundation employs 406 staff; 254 females (63%) and 152 males (37%).
- The Foundation gender pay gap statistics are consistent with those produced by similar schools.
- We pay the same rate of pay for the same role regardless of gender and we believe in equal pay for equal roles. We have salary scales for both teaching staff and support staff. Each role is judged against the scales and the appropriate rate paid regardless of gender.

Prepared by Paul McKeown, Bursar
17th March 2018

Signed by Chair of Governors, Sir Anthony Brenton

Signed: _____



Date: 17 March 2018

