

**The Leys and St Faith's School Foundation**  
**Gender Pay Gap Report as at 31 March 2020**

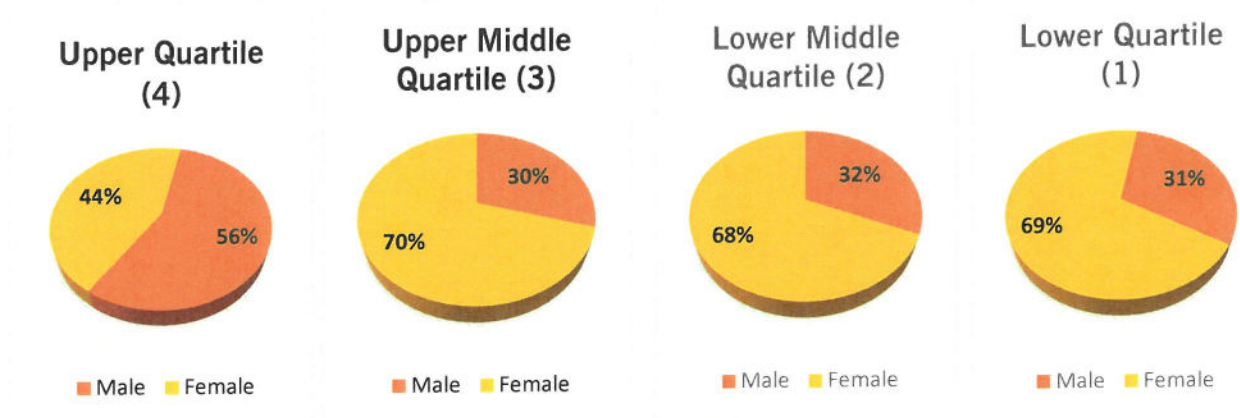
**Gender Pay**

Mean gender pay gap 18.07%  
Median gender pay gap 19.77%

**Bonus Gender Pay**

There were no bonus payments made to 31<sup>st</sup> March 2020

**Gender Quartile Percentages**

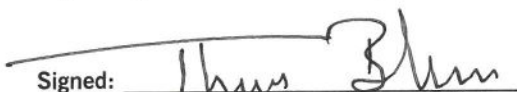


**Commentary**

- The Foundation employs 391 staff; 246 females (63%) and 145 males (37%).
- The Foundation is reporting that The Median pay gap has improved from 23.64% (2019) to 19.77% (2020).
- The Foundation pays the same rate of pay for the same role regardless of gender and it believes in equal pay for equal roles. The Foundation has salary scales for both teaching and support staff. Each role is judged against the scales and the appropriate rate paid regardless of gender.

Prepared by Paul McKeown, Bursar  
14<sup>th</sup> September 2021

Signed by Chair of Governors, The Rev'd Canon Thomas Buchanan

Signed: 

Date: 17<sup>th</sup> September 2021