

## GENDER PAY GAP REPORTING

The gender pay gap measures the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

Gender pay gap reporting legislation was introduced by the Government in April 2017 and requires employers with more than 250 employees to identify and publish their annual pay gap. It is hoped that this process will encourage employers to take action to reduce or eliminate any pay gap. Please note that the pay gap is not the same as equal pay. Equal pay, which is the requirement that men and women doing the same job should be paid the same, has been a legal requirement since 1970.

St Helen's School has completed its annual gender pay gap audit using the pay period of 28<sup>th</sup> April 2023 pay data, which includes the 'snapshot' date of 5<sup>th</sup> April 2023 relevant for independent schools.

St Helen's School's mean gender pay gap for April 23 was 1.02% in favour of men. This means for every £1.00 a man earns at St Helen's School, a woman earns £0.99 pence. We are proud to report that we are near to eliminating any pay gap between men and women in our school. Our median gender pay gap is -3.8% which means for every £1 a man earns at STHNs, a woman earns £1.04 pence. To put these percentages into context, the national gender pay gap was 7.7% at April 2023. (*ONS website*)

