

The Leys and St Faith's School Foundation  
Gender Pay Gap Report as at 31 March 2021

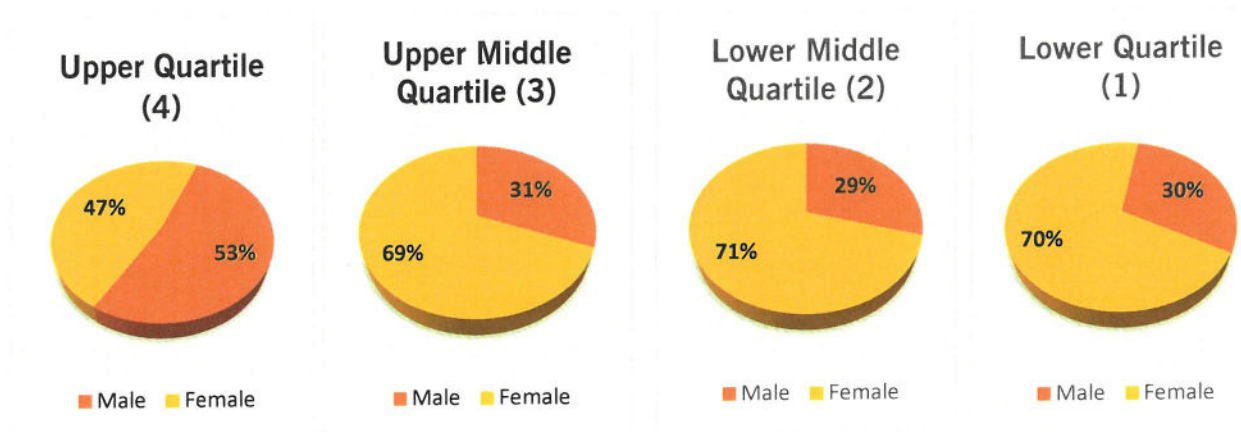
**Gender Pay**

Mean gender pay gap 18.29%  
Median gender pay gap 20.04%

**Bonus Gender Pay**

There were no bonus payments made to 31<sup>st</sup> March 2021

**Gender Quartile Percentages**



**Commentary**

- The Foundation employs 381 staff; 245 females (64%) and 136 males (36%).
- The Foundation is reporting that The Median pay gap has increased slightly from 19.77% (2020) to 20.04% (2021).
- 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  
23<sup>rd</sup> March 2022

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

On 24<sup>th</sup> March 2022

