

THE LEYS AND ST FAITH'S SCHOOLS FOUNDATION

The Leys and St Faith's School Foundation Gender Pay Gap Report as at 31 March 2022

Gender Pay

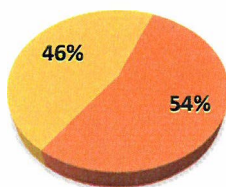
Mean gender pay gap 20.08%
Median gender pay gap 26.11%

Bonus Gender Pay

Mean gender pay gap 68.53%
Median gender gap 33.33%

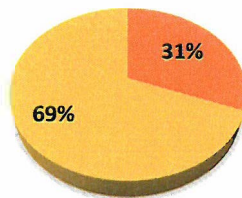
Gender Quartile Percentages

Upper Quartile
(4)



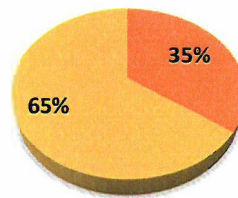
Male Female

Upper Middle
Quartile (3)



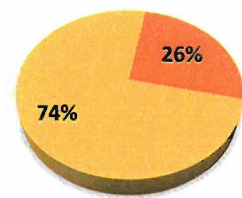
Male Female

Lower Middle
Quartile (2)



Male Female

Lower Quartile
(1)



Male Female

Commentary

- The Foundation employs 396 staff; 251 females (63%) and 145 males (37%).
- The Foundation is reporting that The Median pay gap has increased slightly from 20.04% (2021) to 26.11% (2022).
- 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
16th March 2023

Signed by Chair of Governors, Mrs H Renfrew Knight
On 18th March 2023

