

## GENDER PAY GAP REPORTING

St Helen's School has completed its annual gender pay gap audit using April 2022 pay data. 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's median gender pay gap for April 22 was 3.2% and the median gender pay gap was 2.9%. This means that for every £1 male employees earn at St Helen's School, women earn £0.97. To put this into context the national gender pay gap for full time employees is 8.3% and among all employees the gap is 14.9% (ONS April 22)

