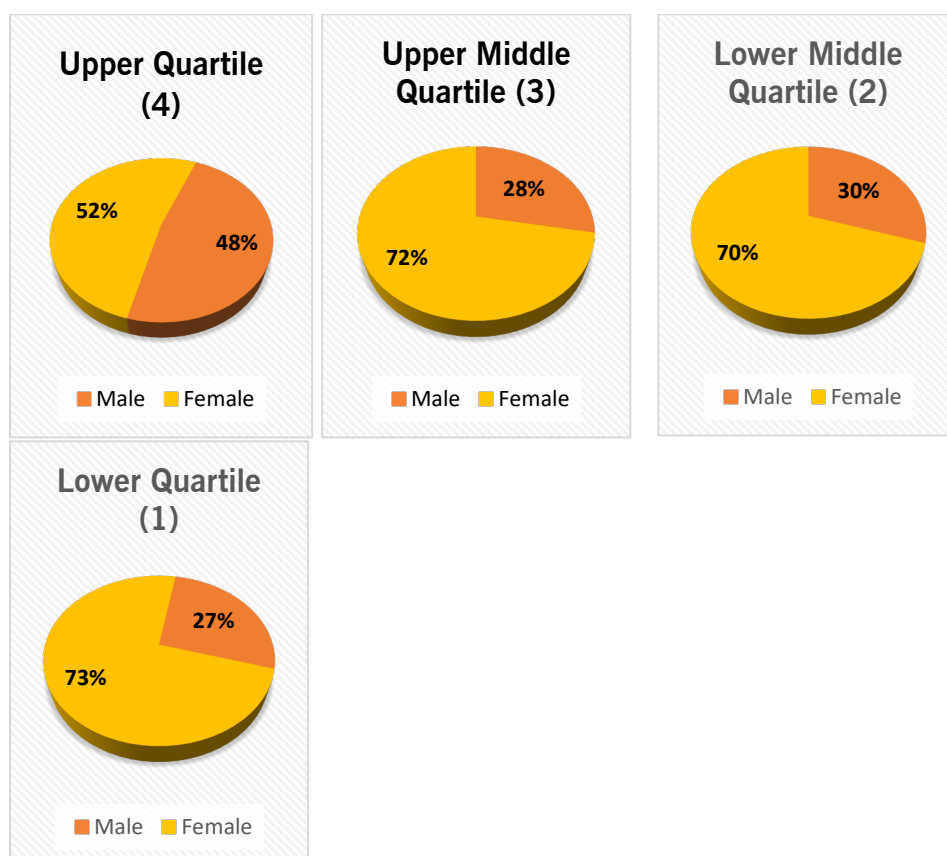


The Leys and St Faith's School Foundation
Gender Pay Gap Report as at 31st March 2024

Gender Pay

Mean gender pay gap 15.33%
Median gender pay gap 15.53%

Gender Quartile Percentages



Commentary

- The Foundation employs 416 staff: 275 females (66%) and 141 males (34%).
- 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.
- The Foundation is pleased to report that both the Mean and Medium pay gaps here continue to fall. The Mean pay gap has decreased from 18.88% to 15.33% and the Median pay gap has decreased from 20.13% to 15.53%.

Prepared by Paul McKeown,
Bursar of The Leys.
24th March 2025

A handwritten signature in blue ink, appearing to read "Matthew Rycroft", with a long horizontal flourish extending to the right.

**Signed by Sir Matthew Rycroft,
Chair of the Foundation.
On 25th March 2025**