

## Charterhouse Gender Pay Report as at 5 April 2019

Charterhouse is committed to providing a good working environment for all colleagues, including ensuring they receive a fair rate of pay for the work they do. Salary bandings for all staff are reviewed annually and regularly benchmarked on a national and local basis. We aim to ensure that pay is set according to the nature of the work being undertaken, irrespective of gender. We continue to seek to attract and retain a good balance and representation of both women and men in the School by prioritising opportunities available to all and adopting policies to support those aims.

The following data has been approved for reporting by the Governing Body:

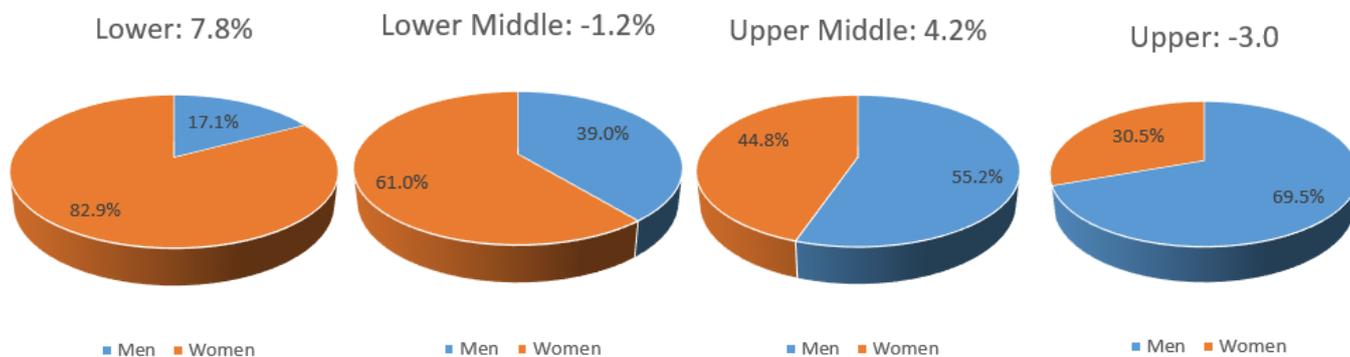
Gender Pay Gap as at 5 April 2019	Mean	Median
	32.8%	46.8%

There is an improvement over last year's mean gender pay gap figure.

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2019, 3 people received bonuses, representing 0.5% of the proportion of male employees and 0.9% of female employees. The mean gender bonus gap was -12.5% and median was -25.0%.

### Pay Quartiles

The distribution of our 420 male and female employees is shown across four equally sized quartiles, each containing 105 members of staff. A positive percentage figure indicates the average (mean) amount women are paid less per hour in that quartile. A negative figure indicates the percentage amount women are paid more than men.



Compared to the last two years there have been improvements in all four quartiles.

### Summary

Charterhouse's gender pay gap is strongly influenced by the salaries and gender make up of staff in different roles. Men and women are paid equally for doing equivalent jobs across the School, based on their skills and experience.

Our aim is to improve the gender balance as we move towards our goal of being fully co-educational by 2023.