

GENDER PAY GAP REPORTING

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.

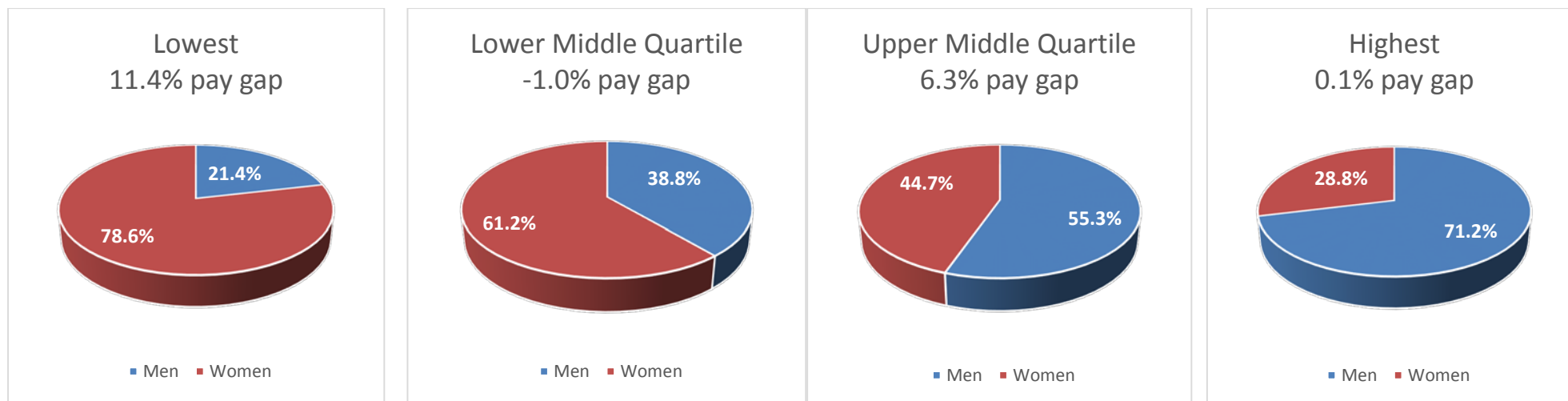
The following data has been approved for reporting by the Governing Body.

Gender Pay Gap as at 5 April 2017	Mean	Median	Hourly fixed pay
	34.3%	41.0%	

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2017, the proportion of male employees receiving bonuses was 5.7% and the proportion of female employees receiving bonuses was 10.5%. The mean gender bonus gap was 31.4%, and median was 25.0%.

The percentage of males and females in each pay quartile (lowest to highest) were as follows:

Pay Quartiles – illustrating the gender distribution at Charterhouse across four equally sized quartiles, each containing just over 100 members of staff.



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.

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