

# GENDER PAY GAP REPORT

APRIL 2020



HARROW  
SCHOOL

## GENDER PAY REPORT – 2020

The following report contains data covering the relevant staff engaged by The Keepers and Governors of the Possessions Revenues and Goods of the Free Grammar School of John Lyon (Charity Number 310033) within the town of Harrow on the Hill in the county of Middlesex.

The following gender pay gap data is based on average rates of pay for our male and female staff:

### PAY DATA

Mean Gender Pay Gap	17%
---------------------	-----

Median Gender Pay Gap	33%
-----------------------	-----

### BONUS DATA

Mean Bonus Pay Gap	83%
--------------------	-----

Median Bonus Pay Gap	-58%
----------------------	------

The proportion of males and females receiving a bonus payment

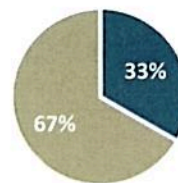
Male	7%
------	----

Female	8%
--------	----

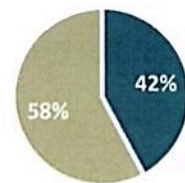
## PAY QUARTILES

The proportion of males and females in each quartile pay band

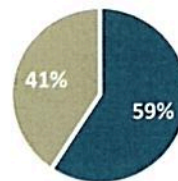
QUARTILE 1



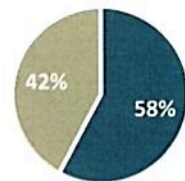
QUARTILE 2



QUARTILE 3



QUARTILE 4 (Upper)



■ Female ■ Male

## CONFIRMATION STATEMENT

This data is an accurate representation of our position on 5th April 2020.

Signed: \_\_\_\_\_ (Bursar)