

GENDER PAY GAP REPORT

APRIL 2019



HARROW
SCHOOL

GENDER PAY REPORT – 2019

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 | 22% |
| Median Gender Pay Gap | 24% |

BONUS DATA

| | |
|----------------------|-------|
| Mean Bonus Pay Gap | 81% |
| Median Bonus Pay Gap | -510% |

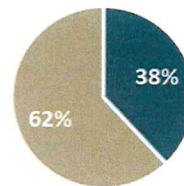
The proportion of males and females receiving a bonus payment

| | |
|--------|----|
| Male | 4% |
| Female | 4% |

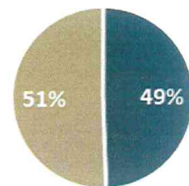
PAY QUARTILES

The proportion of males and females in each quartile pay band

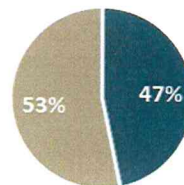
QUARTILE 1 (Lower)



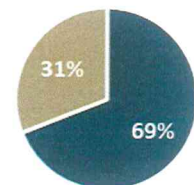
QUARTILE 2



QUARTILE 3



QUARTILE 4 (Upper)



■ Female ■ Male

CONFIRMATION STATEMENT

This data is an accurate representation of our position on 5th April 2019.

Signed: _____ (Bursar)