

Charterhouse Gender Pay Report as at 5 April 2021

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 2021	Mean	Median
	31.4%	34.7%

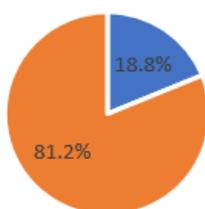
The mean gender pay gap figure is similar to 2020, however, there is a significant improvement over last year's median gender pay gap figure, and three of the four quartiles show further improvement in closing the gender pay gap.

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2021, 2 people received bonuses, representing 1% of the proportion of male employees and 0% of female employees. The mean gender bonus gap was -100% and median was -100%.

Pay Quartiles

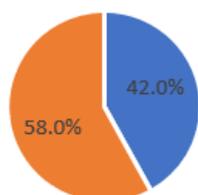
The distribution of our 401 male and female employees is shown across four equally sized quartiles. A positive percentage figure indicates the average (mean) amount women are paid less per hour in that quartile. A negative figure indicates the percentage amount women are paid more than men.

Lower: 6.2%



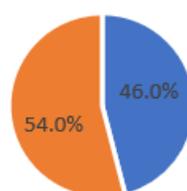
■ Men ■ Women

Lower Middle: -2.3%



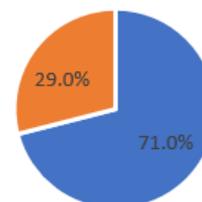
■ Men ■ Women

Upper Middle: 1.2%



■ Men ■ Women

Upper: 3.0%



■ Men ■ Women

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.