

Charterhouse Gender Pay Report as at 5 April 2022

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 pay above national minimum wages to staff, with any Government increases having a direct impact on the starting levels.

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 percentage of women, particularly in the top two Quartiles, has increased year on year improving the gender balance. Significantly for this report, the School expanded in the last 12 months, following the mergers with prep school Edgeborough and Charterhouse Club Limited. In February 2022, the option to sacrifice salary on pension contributions was also introduced for staff in the defined contribution pension scheme.

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

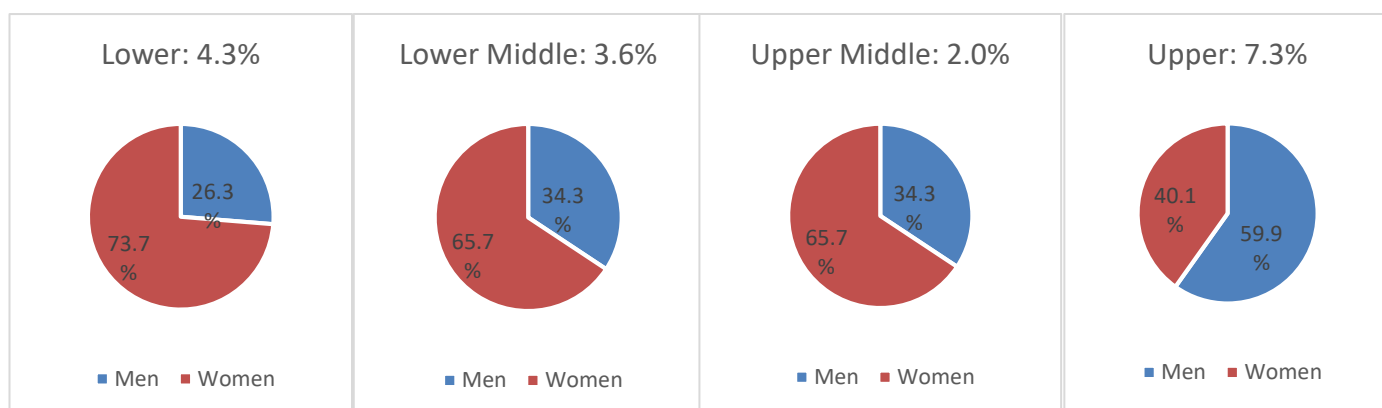
Gender Pay Gap as at 5 April 2022	Mean	Median
	26.2%	28.3%

Both mean and median gender pay gap figures are significantly improved on 2020, with the median improving by 15%.

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2022, 8 people received bonuses, representing 0.9% of the proportion of male employees and 1.8% of female employees. The mean gender bonus gap was -15% and median was 8%.

Pay Quartiles

The distribution of our 548 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.



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 continue to improve the gender balance now that the School is fully co-educational.