

Gender pay gap

All companies in Great Britain with more than 250 employees are required to report their gender pay gap to the Government Equalities Office (GEO). The gender pay gap is the difference between the average hourly earnings of men and women. Companies are also required to publish details of the proportion of men and women in the company who receive bonuses and the breakdown of men and women in different pay quartiles.

Snapshot: April 2024

The School is a registered charity and company limited by guarantee under the name of The American School in London Educational Trust Limited. The School supports the fair treatment of all employees irrespective of gender through our transparent recruitment process, pay and professional development.

Combined American School in London gender pay gap

Some members of the teaching and administrative employees at the School are employees of The American School in London Foundation (the "Foundation"), which is based in the United States and are seconded to The American School in London Educational Trust Limited (the "Trust") under an agreement between the two companies.

We feel that it is a fairer reflection of the operations and pay of the American School in London, to include employees who have been seconded to the School from the Foundation.

	Median pay gap	Mean pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
The American School in London	0.0%	-2.8%	40% M 60% F	40% M 60% F	40% M 60% F	33% M 67% F

This table shows that the median pay is equal for men and women, and that the mean pay for women is 2.8% higher than for men.

Gender pay gap figures for the Trust only

	Median pay gap	Mean pay gap	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Trust	13.2%	-2.7%	44% M 56% F	27% M 73% F	51% M 49% F	33% M 67% F

This table shows that median pay for men is 13.2% higher than for women, while the mean pay for women is 2.7% higher than for men.

	Median bonus pay gap	Mean bonus pay gap	Proportion receiving bonus payment
Trust	49%	26%	4% M 2% F

This table shows that the median bonus pay for men is 49% higher than for women, and that the mean bonus pay for men is 26% higher than for women. Only 4% of men received a bonus, and 2% of women. This is because bonuses are restricted to a few employees only—our housekeeping staff— based on their attendance. For the year ending April 2024, the mean annual bonus paid was £833.

Supporting statement

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the gender pay gap information for The American School in London Educational Trust Limited.

Signed: **Matthew Horvat**

Head of School, **Matthew Horvat**