

Charterhouse Gender Pay Report as at 5 April 2023

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 middle two Quartiles, has increased year on year improving the gender balance. Significantly our figures continue to reflect the expanded staffing brought about by the merger in 2021 with prep school Edgeborough and Charterhouse Club Limited. Staff also have the option to sacrifice salary on pension contributions into the defined contribution pension scheme.

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

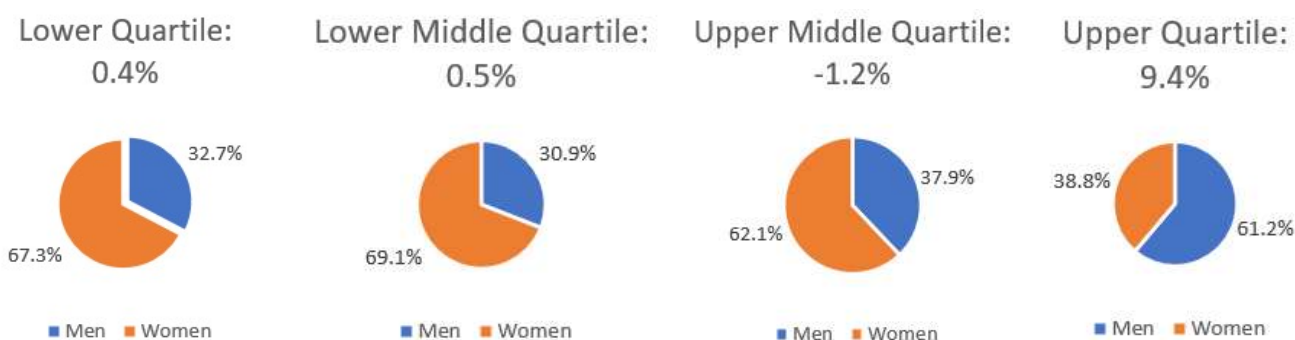
Gender Pay Gap as at 5 April 2023	Mean	Median
	24.8%	22.2%

Both mean and median gender pay gap figures are improving year on year.

We do not generally pay bonuses to our staff, meaning any bonus payment is by exception. In the year to 5 April 2023, 6 people received bonuses, representing 2.0% of the proportion of male employees and 0.3% of female employees. The mean gender bonus gap was -121% and median was -650%.

Pay Quartiles

The distribution of our 610 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

Men and women are paid equally for doing equivalent jobs across the School, based on their skills and experience. Charterhouse's gender pay gap is strongly influenced by the salaries and gender make up of staff in different teaching and non-teaching roles.

Our aim is to continue to improve the gender balance with the School being fully co-educational.