

The American School in London

Gender Pay Gap

The current version of any policy, procedure, protocol or guideline is the version held on the ASL website. It is the responsibility of all employees to ensure that they are following the most up-to-date version.

Responsible party	Director of Finance and Operations
Responsible board committee	Admin Finance
Approval date	March 2025

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.

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 (ASL) gender pay gap

Some 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.

The School considers it a fairer reflection of the operations and pay of ASL, 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	-16.5%	-6.1%	44% M 56% F	42% M 58% F	37% M 63% F	36% M 64% F

This table shows that the median pay for women is 16.5% higher than men, and that the mean pay for women is 6.1% 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
Tru st	-3.4%	-9.3%	44% M 56% F	33% M 67% F	49% M 51% F	29% M 71% F

This table shows that the median pay for women is 3.4% higher than for men, and that the mean pay for women is 9.3% higher than for men.

	Median bonus pay gap	Mean bonus pay gap	Proportion receiving bonus payment
Tru st	-96%	-46%	4% M 3% F

This table shows that the median bonus pay for women is 96% higher than for men, and that the mean bonus pay for women is 46% higher than for men. Only 4% of men received a bonus, and 3% 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 2021, the mean annual bonus paid was £773.

Supporting statement

The above information has been prepared from the school's payroll data on the snapshot date and fairly presents the gender pay gap information for The American School in London Educational Trust Limited.