JOHN LYON'S FOUNDATION

HARROW SCHOOL

Gender pay gap report

April 2025

Introduction

Staff employed by The Keepers and Governors of the Possessions, Revenues and Goods of the Free Grammar School of John Lyon (Charity Number 310033) within the town of Harrow on the Hill in the county of Middlesex are based in either Harrow School or The John Lyon School. The Corporation is part of John Lyon's Foundation.

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish a Gender Pay Gap Report on our websites, and on the government website (GOV.UK) within one calendar year of 5 April annually.

Pay data

Mean gender pay gap	23%
Median gender pay gap	36%

Bonus data

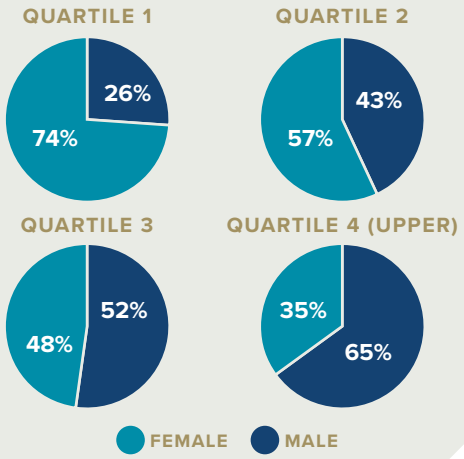
Mean bonus pay gap	49%
Median bonus pay gap	0%

The proportion of males and females receiving a bonus payment

Male	34%
Female	19%

Pay quartiles

The proportion of males and females in each quartile pay band



Staff roles are extremely diverse and range from part time domestic and catering staff through to full time academic colleagues, librarians, office staff, sports coaches, facilities and estates staff. Salaries are set based on the nature of the work to be undertaken regardless of gender. Our staff profile is clearly reflected in our gender pay gap. Across the Foundation most of our part time domestic staff are female and the majority of our full time academic staff are male – however this is not an indication of an equal pay concern.

Bonuses within the Schools are not routinely paid. Of the small number who do receive a contractual bonus due to the nature of the role that they perform, the majority are male. These payments skew the mean bonus data in favour of male staff.

Confirmation statement

These data points present an accurate representation of our position on 5th April 2025.

Signed:

Julia Wood
Bursar
Harrow School

Signed:

David Curley
Chief Financial and Commercial Officer
John Lyon's Foundation