

GENDER PAY GAP REPORT



APRIL 2023

This report is produced jointly by John Lyon School and Harrow School, key constituents of the Harrow Family of Schools.

GENDER PAY REPORT – 2023

The following report contains data covering the relevant staff engaged 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.

The following gender pay gap data is based on average rates of pay for our male and female staff:

PAY DATA

Mean Gender Pay Gap	23%
Median Gender Pay Gap	33%

BONUS DATA

Mean Bonus Pay Gap	71%
Median Bonus Pay Gap	-66%

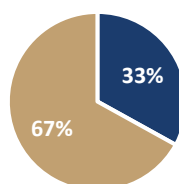
The proportion of males and females receiving a bonus payment

Male	12%
Female	13%

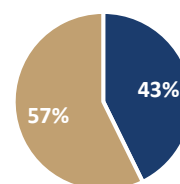
PAY QUARTILES

The proportion of males and females in each quartile pay band

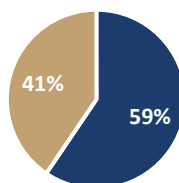
QUARTILE 1



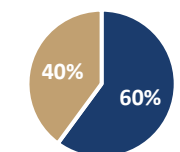
QUARTILE 2



QUARTILE 3



QUARTILE 4
(Upper)



Female Male

CONFIRMATION STATEMENT

This data is an accurate representation of our position on 5th April 2023.

Signed:

Gareth Mawdsley, Chief Operating Officer, John Lyon School