



WINCHESTER
COLLEGE

Gender Pay Gap Statement 2023

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 Regulations 2017. The regulations apply to all employers with 250 or more employees who are required to analyse and report on the Gender Pay Gap, which involves calculating average (mean and median) rates of pay for our male and female colleagues, as per ACAS guidelines. We aim to ensure that pay is set according to the nature of the work being undertaken, we continue to monitor rates of pay to ensure that they are fair and reflect pay for similar roles in the wider market.

Winchester College is predominantly a boarding school with a growing day provision which is committed to providing a good and inclusive working environment for all our colleagues; this includes ensuring that they receive a fair rate of pay for the work they do regardless of gender. We review our salary bandings for all colleagues on an annual basis and regularly benchmark our pay on a national and local basis.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2023.

The results are as follows:

2023

1. Mean gender pay gap: **23.64%**
2. Median pay gap: **38.95%**
3. Proportion of females and males in each quartile band:

	Male %	Female %
Upper Quartile	69	31
Upper Middle Quartile	60	40
Lower Middle Quartile	53	47
Lower Quartile	69	31

4. The school did not pay bonuses.

I confirm that the calculations are an accurate representation of our position on 5 April 2023.

Sir Richard Stagg KCMG
Warden