

Winchester College
Gender Pay Gap Statement 2017

The Government published new Regulations relating to Equality in the workplace which came into force on 6 April 2017. The regulations apply to all employers with 250 employees as of 5 April 2017. We are required to analyse and report on our Gender Pay Gap which involves calculating average rates of pay for our male and female colleagues, as per ACAS guidelines.

We pay the same rate to women and men for the same job.

Winchester College is a boys boarding school and is committed to providing a good working environment for all our colleagues; that 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 aim to ensure that pay is set according to the nature of the work being undertaken and we pay the same rate to women and men for the same job. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

The results are as follows:

1. Mean gender pay gap: 29.4%
2. Median pay gap: 28.3%
3. Proportion of females and males in each quartile band:

	Male %	Female %
Lower Quartile	28.0	72.0
Lower Middle Quartile	50.0	50.0
Upper Middle Quartile	49.6	50.4
Upper Quartile	74.6	25.4

4. The school does not pay bonuses.

I confirm that the calculations are an accurate representation of our position on 5 April 2017.

Mr Charles Sinclair
Warden

Winchester College