



WINCHESTER  
COLLEGE

## Gender Pay Gap Statement 2020

We are as an employer required by Law to carry out Gender Pay Reporting under the Equality Act 2010 Regulations 2017. The regulations apply to all employers with 250 employees who are required to analyse and report on the Gender Pay Gap which involves calculating average rates of pay for our male and female colleagues, as per ACAS guidelines. We at all times 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.

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 2020.

The results are as follows:

### 2020

1. Mean gender pay gap: 29.2%
2. Median pay gap: 31.1%
3. Proportion of females and males in each quartile band:

	Female %	Male %
Lower Quartile	71.7%	28.3%
Lower Middle Quartile	42.5%	57.5%
Upper Middle Quartile	53.5%	46.5%
Upper Quartile	23.6%	76.4%

4. The school does not pay bonuses.

I confirm that the calculations are an accurate representation of our position on 5 April 2020.

**Sir Richard Stagg KCMG**  
**Warden**