

GENDER PAY GAP REPORT 2019

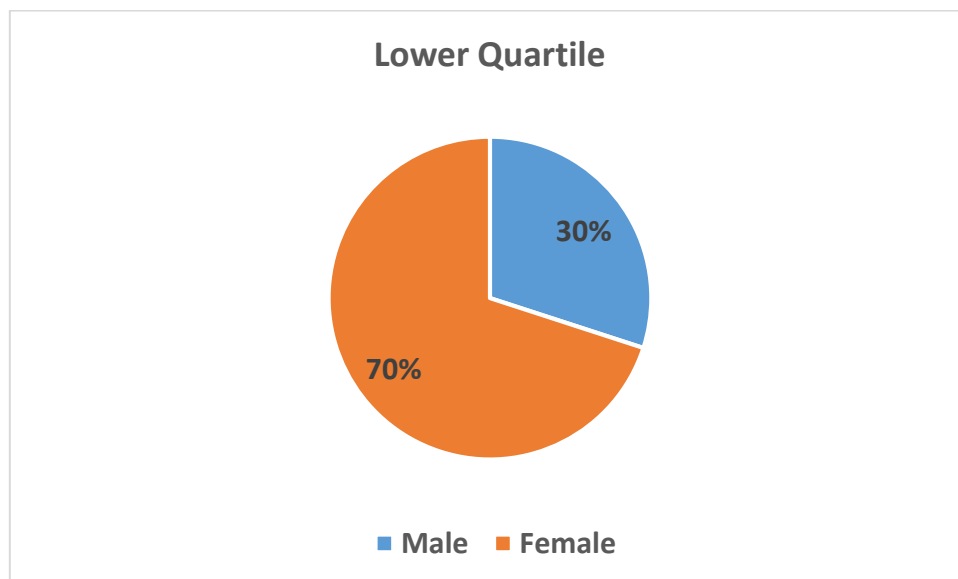
Gender Pay Gap reporting requires employers with 250 or more employees to analyse and report on pay gap between male and female employees. This is Colfe's School report for the snapshot date of 5th April 2019.

Mean Gender Pay Gap	14%
Median Gender Pay Gap	17%
Mean Bonus Gender Pay Gap	-29%
Median Bonus Gender Pay Gap	-50%

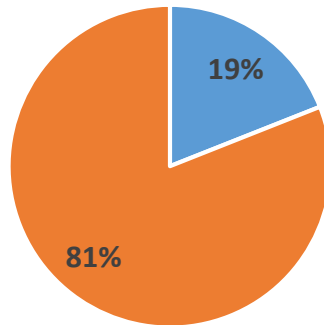
Proportion of Employees receiving a bonus:

Female	Male
1%	1%

Proportions of males/females in each quartile pay band:

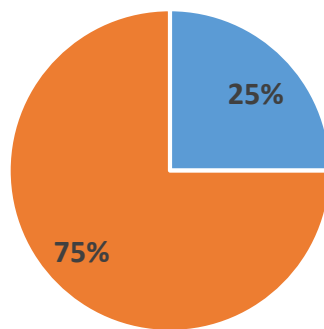


Lower Middle Quartile



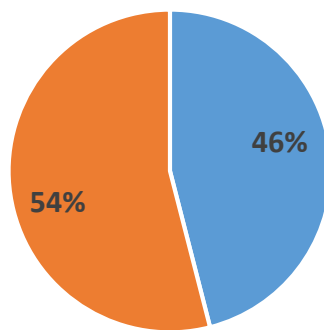
■ Male ■ Female

Upper Middle Quartile



■ Male ■ Female

Upper Quartile



■ Male ■ Female

Colfe's School is committed to providing a good working environment for all our staff and that includes ensuring staff receive a fair rate of pay for the work which they do. We review our salary bandings for our teaching staff on an annual basis and regularly benchmark pay for our support staff.

We aim to ensure that pay is set according to the complexity of the work being undertaken, regardless of gender, and we believe that our gender pay gap reflects the nature of our workforce. We will continue to monitor rates of pay to ensure they are fair and reflect pay for similar roles in the wider market.

I confirm that the calculations are an accurate representation of our position on 5th April 2019.