

Loughborough Schools Foundation

Gender Pay Gap Report (April 2020)

The overall mean gender pay gap based on hourly rates of pay was 18.3%.

The overall median gender pay gap based on hourly rates of pay was 27.8%.

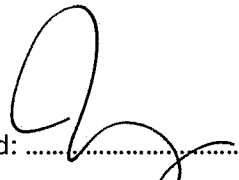
The percentage of men receiving a bonus was 7.49% compared to 10.2% of women.

As a result the mean bonus gap was -0.33% and the median bonus rate gap was 10.02%.

The table shows the gender distribution across four equally sized pay quartiles:

Quartile	Women %	Men %
Upper (75-100%)	58.17%	41.83%
Upper Middle (50-75%)	64.71%	35.29%
Lower Middle (25-50%)	69.93%	30.07%
Lower (0-25%)	82.35%	17.65%

I confirm that the information provided is accurate.

Signed:  (J W Doherty)
Chief Operating Officer