



HARDENHUISH SCHOOL

GENDER PAY GAP REPORTING 2022-23

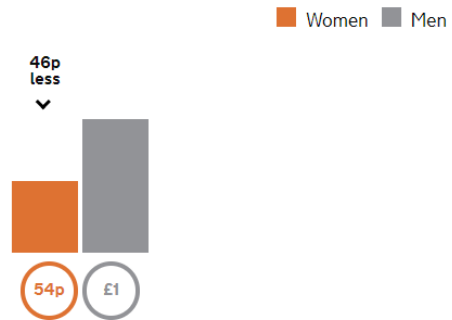
	Difference in the mean hourly pay	Difference in the median hourly pay
Pay Gap: % difference male to female	22.6%	46%

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% Males to all employees in quartile)	10.6%	30.4%	23.4%	47.8%
Female (% Females to all employees in quartile)	89.4%	69.6%	76.6%	52.2%

Hourly pay gap

In this organisation, women earn 54p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 46% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 22.6% lower than men's.