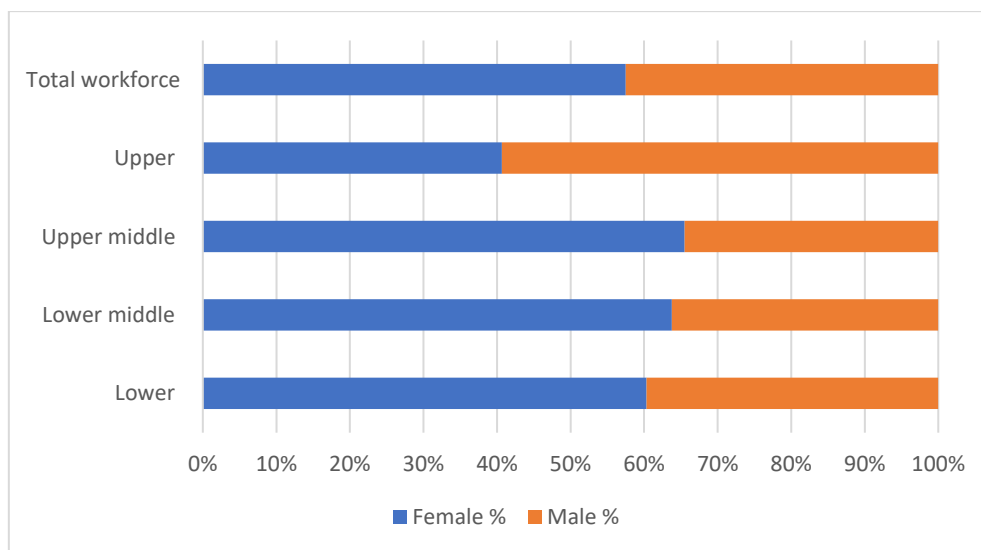


Gender Pay Gap reporting

Bristol Grammar School is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As an employer with over 250 employees Bristol Grammar School is required to publish an annual gender pay gap report. This is the report for the snapshot date of 05 April 2020.

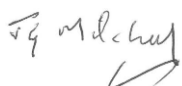
- The mean gender pay gap is 9.09%
- The median gender pay gap is 9.15%
- The mean gender bonus gap is 0%
- The median gender bonus gap is 0%
- Percentage of employees who received bonus pay: female 0% and male 0%
- Pay quartiles by gender



Bristol Grammar School's gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The School is an equal opportunities employer and is committed to equality of opportunity for all staff. In line with this principle the School believes in appointing the best candidate for the role, regardless of gender or any other factors as covered by the Equality Act.

I confirm that the data reported is accurate



JG Mitchell
Bursar