

Gender Pay Gap Statement 2017

Lycée Français Charles de Gaulle employs more than 250 people and is therefore required to comply with government regulations on gender pay gap reporting by publishing details of its gender pay gap.

The data showed below were computed in accordance with the government guidelines:

Difference in Mean Pay	-2.07%
Difference in Median Pay	-25.44%
Mean Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A
Median Bonus Gender Pay Gap	N/A
Percentage Who Receive a Bonus	N/A

Salary Quartiles	% Female	% Male
Lower Quartile	62.4	37.6
Lower Middle Quartile	54.7	45.3
Upper Middle Quartile	82.6	17.4
Upper Quartile	61.6	38.4
Total	65	35

Executive Summary

The outcome of the study show that Gender Gap at The Lycée is either marginal (difference in mean pay) or favourable to female employees (difference in median pay for instance). Overall the Lycée employs approximately twice as many female as we do male compared to a national average where 80% of overall school staff are female (*). It is worth noting however that this percentage goes up just over 70% female amongst teaching employees whose pay package fall in the Upper and Upper Middle Quartile.

The Lycée adhere to a strict non-discrimination policy which includes but is not limited to gender equality. Positions are regularly reviewed in terms of skills requirements and placed on pay scales which aim at offering comparable salaries to staff performing comparable jobs.

Benoît Gaudry
Financial and Administrative Director

(*)Department for Education-School Workforce in England: November 2016 - FR 25/2017, 22 June 2017