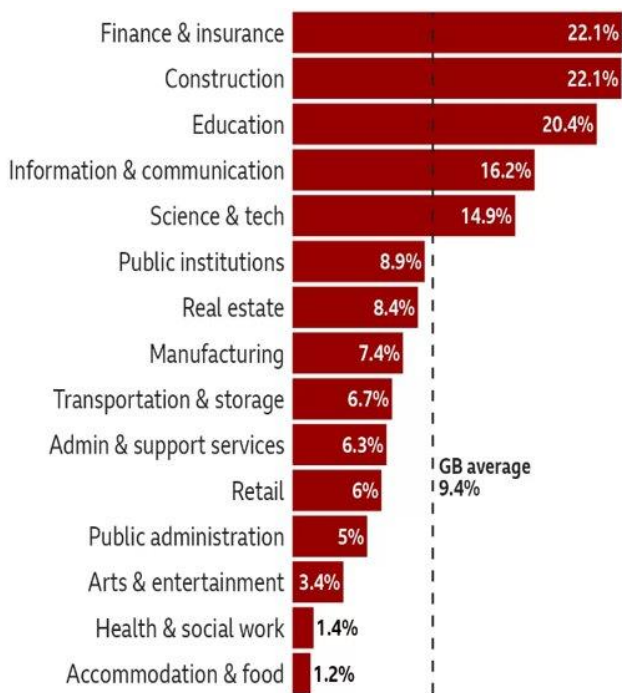


International House Trust Limited (hereinafter referred to as IH)
Gender Pay Gap – April 2022
Review date: April 2023

We are pleased to publish our third gender pay gap report which has seen a slight shift of -6.14% from 2021 when the mean pay for male was -6.92% less than female pay. In 2022 we can report that the mean pay for male is -0.78% less than female pay.

Requirements		Findings and Submission	
Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	B	The mean pay for male is 0.78% less than
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	C	The median pay for male is 2.38% more
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	E	Not in Scope as IHL did not release any Bonus in April 2022
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	F	Not in Scope as IHL did not release any Bonus in April 2022
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period	D	Not in Scope as IHL did not release any Bonus in April 2022
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands	A	Of the total workforce, 30% are male, and 70% are female

The mean gender pay gap in the education sector is 20.4%. Whilst IH views the incremental closing of the organisation’s gender pay gap as a positive picture, there is a continued commitment to equity to all through opening out fair and transparent opportunities.



Source: Gender pay gap service. Last update: 5 Apr 2023, 08:50 BST



IH Commitments

- Encourage employees to stay and progress their career growth within IH through regular performance conversations and succession plans.
- Ensure that internal opportunities are visible and can be identified through development conversations with managers.
- Supporting all through employment policies that make it easier to balance work life and progress in their career.
- Regularly review and ensure that the gap is narrowed across divisions which have a gender gap greater than 4%.
- Reduce any language and criteria within recruitment packs which may be unintentionally biased towards a particular group.
- Improved monitoring and reporting on male/female diversity and intersectionality data, informing wider EDIB objectives.