

## Gender Pay Gap Report April 2017

The Government published new regulations relating to equality in the workplace which came into force this year. These apply to all organisations, including schools, with over 250 employees on the 5 April 2017. As a qualifying employer Caterham School is required to analyse and report on our gender pay gap which involves calculating average rate of pay across the whole school and the distribution of male and female staff into quartiles.

### Caterham School's Gender Pay Gap

#### April 2017 Figures

Women's hourly rate is:

12.4% lower (mean)

16.9% lower (median)

#### Quartile Band Summary

	<b>F</b>	<b>M</b>	<b>Grand Total</b>	<b>%F</b>	<b>%M</b>
Lower	46	26	72	63.89	36.11
Lower Middle	45	26	71	63.38	36.62
Upper Middle	46	25	71	64.79	35.21
Upper	33	38	71	46.48	53.52
<b>Grand Total</b>	<b>170</b>	<b>115</b>	<b>285</b>		

*When taking the upper middle and upper quartiles together, 56% are females and overall 60% of our staff are female.*

At 12.4%, our mean gender pay gap is smaller than the indicative average for the UK generally in 2017 which is 17.4% and smaller than the indicative average for education which is 15% (i).

Our gender pay gap is not an equal pay issue; our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

- We have a range of roles within our workforce with a significantly higher proportion of women than men in our non-management posts.
- We have a higher number of men than women in professional and senior/middle management roles.

Salaries are compared using hourly rates and to calculate this an employer establishes how many hours an individual works per week. Where contracts do not specify a number of hours per week, as is the case with academic staff, a reasonable estimate is used looking at the year as a whole and taking an average. As an independent day and boarding school we have used an estimated 40 hours per week for our teaching staff who make up the largest group in our upper quartile. Other

schools may use different estimates and it is important to know what that figure is if comparing averages between organisations.

### **How Caterham is tackling its gender pay gap**

Our figure shows there is more work to be done and whilst we take care to ensure that we don't have an equal pay issue through the use of salary scales for almost all staff, benchmarking salaries regularly and applying the annual percentage increase universally, we do need to take steps to reduce our pay gap.

That means we are having a closer look at the structure of our workforce and in particular what we can do to encourage more women into senior roles.

#### **Note:**

Along with other employers of 250 staff or more, we would be required to report on our gender bonus gap had we paid bonus payments in April 2017.

Sources:

(i) PwC, Women in Work Index 2017 (2017), P4

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%,

I, Ed Smith, Chairman, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Ed Smith', followed by a horizontal line extending to the right.

27 March 2018