

## Gender Pay Gap Report April 2018

Regulations relating to equality in the workplace came into force on the 5 April 2017. These apply to all organisations, including schools, with over 250 employees. As a qualifying employer, Caterham School is required to analyse and report on our gender pay gap each year. This is done by calculating average rates of pay across the whole school and analysing the distribution of male and female staff into quartiles.

### Caterham School's Gender Pay Gap

The hourly rate of pay for women compared to men was:

6.95% lower (mean average)

16.57% lower (median average)

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 2018.

### Distribution of Staff - Quartile Band Summary

	<b>F</b>	<b>M</b>	<b>Grand Total</b>	<b>%F</b>	<b>%M</b>
Lower	47	22	69	68.12	31.88
Lower Middle	45	24	69	65.22	34.78
Upper Middle	41	28	69	59.42	40.58
Upper	29	40	60	42.03	57.97
<b>Grand Total</b>	<b>162</b>	<b>114</b>	<b>276</b>		

When taking the upper middle and upper quartiles together the percentage of women has 51% females and overall 59% of our staff are female.

### Pay Gap Comparison

	<b>April 2018</b>	April 2017
Mean gender pay gap	<b>6.95%</b>	12.4%
Median gender pay gap	<b>16.57%</b>	16.9%

Our mean gender pay gap was 6.95% which is a significant improvement on the previous year's figure and compares favourably with other employers in the sector.

At 16.57% our median gender pay gap also represents an improvement on last year and is smaller than the 17.9% average for the UK generally (*the Office for National Statistics Annual Survey of Hours and Earnings; October 2018*) and the reported 19.7% for the Education sector specifically.

The School's gender pay gap is not an equal pay issue; our approach to pay is gender neutral by design and our analysis shows that the 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 specific 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**

Last year we undertook to take a closer look at the structure of our workforce and in particular what we can do to encourage more women into senior roles. The work done in this area has resulted in more women being appointed into senior and professional roles and a subsequent reduction in the mean pay gap by 5.45%. We will continue take steps to review and reduce our pay gap by maintaining this approach and seeking other opportunities to do so.

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', with a horizontal line extending to the right.

29 March 2019