

Gender Pay Report April 2019

Regulations relating to equality in the workplace came into effect in April 2017. These apply to all organisations, including schools, with over 250 employees. As a qualifying employer, Caterham School analyses and reports on its gender pay gap annually and this is the third year in which we have done so. Reports for each year appear on our website and it is our intention to publish the most recent three reports on an on-going basis.

Caterham School's Gender Pay Gap; April 2019 Figures

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.

The hourly rate for women compared to men is as follows:

5.83% lower (mean)

12.79% lower (median)

Quartile Band Summary

	F	M	Grand Total	%F	%M
Lower	51	19	70	72.86	27.14
Lower Middle	42	28	70	60.00	40.00
Upper Middle	41	29	70	58.57	41.43
Upper	32	37	69	46.38	53.62
Grand Total	166	113	279		

When taking the upper middle and upper quartiles together, 53% are female and overall 60% of our staff are female.

Pay gap comparison over three years

	April 2019	April 2018	April 2017
Mean pay gap	5.83%	6.95%	12.4%
Median pay gap	12.79%	16.57%	16.9%

In April 2019 our mean average gender pay gap was 5.83 % and the median average pay gap was 12.79%. These numbers reflect an improvement from 2017 figures of 12.4% and 16.9% respectively, showing progress in the right direction as per the action plan approved by the Board.

The median average for 'teaching and other education professionals' is 12.7% and the median average for all employees in the UK as a whole is 17.3% (ONS report October 2019).

Caterham Schools Gender Bonus Gap; 2018-2019 Figures

86.7% of male employees received bonus pay

93.4% of female employees received bonus pay

Mean bonus gap is 8.88% higher for men than women

Median bonus gap is 0.00% therefore equal for men and women

How Caterham is tackling its gender pay gap

Our figures show that we are making progress in the right direction in gender pay.

We recognise that that our gender pay gap is driven by the structure of our workforce: we have significantly more women than men in our non-management posts, and we have more men than women in our senior and middle management roles. We continue to make a concerted effort to support, develop and recruit more women into senior roles.

We are in the process of reviewing, and where appropriate improving, our family related policies. We recognise that the majority of staff with caring responsibilities are likely to be women (CIPD 'Gender Pay gap reporting' January 2020) and that it is important to support all staff with such responsibilities to enable them to remain and feel supported in employment, increasing the opportunity to reach senior positions.

We have also taken care to ensure that we don't have an equal pay issue through the use of salary scales, benchmarking salaries regularly and applying the annual percentage increase in a fair and equal way.

We continue to actively monitor our gender pay gap and are working towards further reducing this gap in line with Board expectations.

I, Ian Edwards, Chair of Trustees, confirm that the information contained in this statement is accurate.

Signed



Date

Tuesday 31 March 2020