

Gender Pay Report April 2020

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 fourth year in which we have done so. Reports for each year appear on our website, we publish the most recent three reports including the current one.

Caterham School's Gender Pay Gap; April 2020 Figures

Women's hourly rate compared to men is:

10.09% lower (mean)
16.45% lower (median)

Quartile Band Summary

	F	M	Grand Total	%F	%M
Lower	57	16	73	78.08	21.92
Lower Middle	45	27	72	62.5	37.5
Upper Middle	44	28	72	61.11	38.89
Upper	30	42	72	41.67	58.33
Grand Total	176	113	289		

Pay gap comparison since 2017

	April 2020	April 2019	April 2018	April 2017
Mean pay gap	10.09%	5.83%	6.95%	12.4%
Median pay gap	16.45%	12.79%	16.57%	16.9%

In April 2020 our mean average gender pay gap was 10.09% and the median average pay gap was 16.45%. Our figures compare with both the 12.9% median average for 'teaching and other education professionals' and the 15.5% median average for all employees in the UK as a whole (ONS report released December 2020). However, the gap has increased from April 2019 due to a combination of events which have affected our figures in this reporting year:

- The salary sacrifice scheme we offer for fee discount has more men taking part than women. When a member of staff leaves the scheme, their sacrificed salary is restored, giving the appearance of a salary increase. This was the case this year with two male senior members of staff. The salary sacrifice scheme ended on 5 April 2021 (as a result of the Finance Act 2017) which means this will have an even bigger impact in the April 2022 report.
- There were marginally more male appointments at senior and middle management level than female appointments this year and salary increases impacted more men than women

in the upper pay quartiles. Together these increased the overall number of men in the upper quartile and reduced the number of women.

- Staff on parental leave are not included in reporting and more women were on maternity leave this year than last year.
- A number of male staff in the lower quartile were replaced with female staff increasing the number of women in the lower quartile and reducing the number of men.

Caterham Schools Gender Bonus Gap; 2019-2020 Figures

91% of male employees received bonus pay

90% of female employees received bonus pay

Mean bonus gap was 14.32% higher for men than women

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

Our flexible working options make Caterham School an attractive place to work for those with caring responsibilities and who want to work on a part time basis. Bonus payments were pro-rated against a full-time equivalent contract and more women than men are employed on part time contracts. This means that although the percentage of women receiving a bonus was very similar to men, the small difference arising as bonus payments were not made to those serving their notice period, the amount was based on the number of hours employed so that the average mean figure is lower for women.

How Caterham School is tackling its gender pay gap

We recognise 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 and have in the last year approved an enhancement to our maternity and paternity 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 20 September 2021