

Gender Pay Report April 2021

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 fifth 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 2021 Figures

Women's hourly rate compared to men is:

9.43% lower (mean)
20.04% lower (median)

Quartile Band Summary

	F	M	Grand Total	%F	%M
Lower	54	18	72	75.0	25.0
Lower Middle	48	24	72	66.67	33.33
Upper Middle	42	30	72	58.33	41.67
Upper	31	41	72	43.06	56.94
Grand Total	175	113	288		

Pay gap comparison since 2017

	April 2021	April 2020	April 2019	April 2018	April 2017
Mean pay gap	9.43%	10.09%	5.83%	6.95%	12.4%
Median pay gap	20.04%	16.45%	12.79%	16.57%	16.9%

In April 2021 our mean average gender pay gap was 9.43% and the median average pay gap was 20.04%. Our figures compare with a 25.4% median and 17.6% mean average for the Education sector and a 15.4% median and 14.9% mean average for all employees in the UK as a whole (ONS report released October 2021).

There has been little change to our mean pay gap because the number and gender mix/pay of staff has remained fairly stable.

The increase in the median is due to general staffing changes which have led to a net increase of two men in the upper quartiles and a net increase of one woman in the lower quartiles.

Caterham Schools Gender Bonus Gap; 2020-2021 Figures

62% of male employees received bonus pay

60% of female employees received bonus pay

Mean bonus gap was 25.86% 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 similar to men, the average amount paid was 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 management roles. We continue to make a concerted effort to support, develop and recruit more women into senior roles.

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 continue to review, and where appropriate improve, our family related policies.

We are also meticulously monitoring equal pay through the use of salary scales, benchmarking salaries regularly and applying the annual percentage increase in a fair and equal way.

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

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

Signed



Date

24 March 2022