



CATERHAM  
SCHOOL

**Gender Pay Report April 2023**

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 seventh 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 2023 Figures**

Women’s hourly rate compared to men is:

- 7.49% lower (mean – average of the data set)
- 11.39% lower (median – middle value of the data set)

**Quartile Band Summary**

	<b>F</b>	<b>M</b>	<b>Grand Total</b>	<b>%F</b>	<b>%M</b>
Lower	51	22	73	69.86	30.14
Lower Middle	47	26	73	64.38	35.62
Upper Middle	42	31	73	57.53	42.47
Upper	31	41	72	43.06	56.94
<b>Grand Total</b>	<b>171</b>	<b>120</b>	<b>291</b>		

**Pay gap comparison since 2017**

	<b>April 2023</b>	April 2022	April 2021	April 2020	April 2019	April 2018	April 2017
<b>Mean pay gap</b>	<b>7.49%</b>	4.52%	9.43%	10.09%	5.83%	6.95%	12.4%
<b>Median pay gap</b>	<b>11.39%</b>	15.32%	20.04%	16.45%	12.79%	16.57%	16.9%

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In April 2023 our mean (average) gender pay gap was 7.49% and the median (middle) pay gap was 11.39%. 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 2022).

It is encouraging to see that we have reduced the gap in our median pay gap this year by almost 4%, which is also the lowest since reporting began in 2017.

### **Caterham Schools Gender Bonus Gap; 2022 – 2023 Figures**

68.13% of male employees received bonus pay

68.12% of female employees received bonus pay

Mean bonus gap was 17.32% 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 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 leadership roles, however we have seen an increase in the number of women who now sit on the Senior Management Team and this has resulted in an almost equal gender split. 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' March 2023) 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

Monisha Shah

Date

8 December 2023