



CATERHAM
SCHOOL

Gender Pay Report April 2025

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 2025 Figures

Women's hourly rate compared to men is:

5.35% lower (mean)
2.04% higher (median)

Quartile Band Summary

Pay Quartiles	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	50	55.56	40	44.44	90	100.00
Upper Middle Quartile	33	36.26	58	63.74	91	100.00
Lower Middle Quartile	36	39.56	55	60.44	91	100.00
Lower Quartile	31	34.07	60	65.93	91	100.00
Total	150		213		363	

Pay gap comparison for the last two years

	April 2025	April 2024 (revised)
Mean pay gap	5.35%	10.12%
Median pay gap	-2.04%	12.51%

In April 2025 our mean average gender pay gap was 5.35% and the median average pay gap was negative 2.04%. The April 2024 (revised) includes hourly workers which had been excluded in the previous April 2024 that was published.

The UK's mean gender pay gap for full time employees is 11.3% in favour of men (ONS April 2024).

Headmaster Ceri Jones MA (Cantab), MEd

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It is encouraging to see that we continue to reduce the gap in our median pay gap, which is still the lowest since reporting began in 2017.

Caterham Schools Gender Bonus Gap; 2024 – 2025 Figures

73.71% (2024 - 62.72%) of male employees received bonus pay
77.69% (2024 -64.96%) of female employees received bonus pay
Mean bonus gap was 24.48% (2024 - 27.78%) higher for men than women
The Median bonus gap was 10.92% (2024 - 21.92%)

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 now have 44% of the senior management team are women. 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 2024) 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

17 February 2026

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