



CATERHAM  
SCHOOL

**Gender Pay Statement April 2024**

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 2024 Figures**

Women's hourly rate compared to men is:

- 11.72% lower (mean)
- 11.13% lower (median)

**Quartile Band Summary**

Pay Quartiles	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper Quartile	38	52.05	35	47.95	73	100.00
Upper Middle Quartile	35	47.95	38	52.05	73	100.00
Lower Middle Quartile	28	38.36	45	61.64	73	100.00
Lower Quartile	17	23.29	56	76.71	73	100.00
Total	118		174		292	

**Pay gap comparison since 2017**

	April 2024	April 2023	April 2022	April 2021	April 2020	April 2019	April 2018	April 2017
<b>Mean pay gap</b>	11.72%	7.49%	4.52%	9.43%	10.09%	5.83%	6.95%	12.4%
<b>Median pay gap</b>	11.13%	11.32%	15.32%	20.04%	16.45%	12.79%	16.57%	16.9%

In April 2024 our mean average gender pay gap was 11.72% and the median average pay gap was 11.13%.

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

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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; 2023 – 2024 Figures**

62.72% of male employees received bonus pay  
64.96% of female employees received bonus pay  
Mean bonus gap was 27.78% higher for men than women  
The Median bonus gap was 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 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.

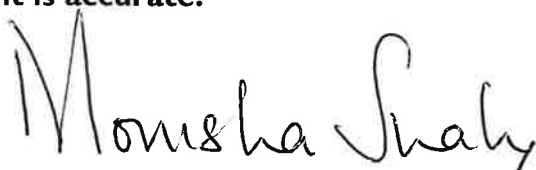
We recognise that the majority of staff with caring responsibilities are likely to be women (CIPD 'Gender pay gap reporting' March 2023) and that it is important to support all staff with such responsibilities to enable them to remain and feel supported in employment, increasing the opportunity to reach 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**



**Date**

09 December 2024