

## **Gender Pay Gap Report April 2017**

The Government published new regulations relating to equality in the workplace which came into force this year. These apply to all organisations, including schools, with over 250 employees on the 5 April 2017. As a qualifying employer Caterham School is required to analyse and report on

schools may use different estimates and it is important to know what that figure is if comparing averages between organisations.

### **How Caterham is tackling its gender pay gap**

Our figure shows there is more work to be done and whilst we take care to ensure that we don't have an equal pay issue through the use of salary scales for almost all staff, benchmarking salaries regularly and applying the annual percentage increase universally, we do need to take steps to reduce our pay gap.

That means we are having a closer look at the structure of our workforce and in particular what we can do to encourage more women into senior roles.

#### **Note:**

Along with other employers of 250 staff or more, we would be required to report on our gender bonus gap had we paid bonus payments in April 2017.

#### Sources:

(i) PwC, Women in Work Index 2017 (2017), P4

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%,

I, Ed Smith, Chairman, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Ed Smith', with a horizontal line drawn underneath it.

27 March 2018