

Gender Pay Report April 2020

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 fourth 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 2020 Figures

Women's hourly rate compared to men is:

10.09% lower (mean)
16.45% lower (median)

Quartile Band Summary

	F	M	Grand Total	%F	%M
Lower	57	16	73	78.08	21.92
Lower Middle	45	27	72	62.5	37.5
Upper Middle	44	28	72	61.11	38.89
Upper	30	42	72	41.67	58.33
Grand Total	176	113	289		

Pay gap comparison since 2017

	April 2020	April 2019	April 2018	April 2017

In April 2020 our mean average gender pay gap 10.09% and the median average pay gap was 16.45%. Our figures compare with 2020). However, the gap has increased from April 2019 due to a combination of events which have affected our figures in this reporting year:

- x The salary sacrifice scheme offer for fee discount has more men taking part than women. When a member of staff leaves the scheme, their sacrificed salary is restored, giving the appearance of salary increase. This was the case this year with two male senior members of staff. The salary sacrifice scheme ended on 5 April 2021 (as a result of the Finance Act 2017) which means this will have an even bigger impact in the April 2022 report.
- x There were marginally more reappointments at senior and middle management level than female appointments this year and these increases impacted more men than women

in the upper pay quartiles. Together these increased the overall number of men in the upper quartile and reduced the number of women.

x Staff on parental leave are no