

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%	9.42%	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%

In April 2023 our mean (average) gender pay gap was 7.19% and the median (middle) pay gap was

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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

69.12% of male employees received bonus pay

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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