



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

[The following table content is redacted with black bars]

In April 2023 our mean (average) gender pay gap was 7.49% and the median (middle) pay gap was

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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.

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[REDACTED]

[REDACTED]

[REDACTED]

Caterham Schools Gender Bonus Gap; 2022 – 2023 Figures

49.13% of male employees received bonuses

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]