



The Gender Pay Gap Reporting Regulations require all employers with 250 or more relevant employees in the UK to report their gender pay gap. The regulations require us to analyse and report on our gender pay gap which involves calculating average rates of pay for our male and female employees.

This is the report for the snapshot date of 5 April 2023.

Mean and median pay and bonus gap

	Mean	Median
Gender Pay Gap 2023	6.47%	16.28%
Gender Bonus Gap	0%	0%

Salary quartile percentages

Salary quartiles - female (2023 - 2017)

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Female 2023	70	71	71	71
Female 2022	72	72	72	71
Female 2021	71	71	70	71
Female 2020	69	69	69	67
Female 2019	71	70	71	70
Female 2018	70	69	69	69
Female 2017	58	66	77	76

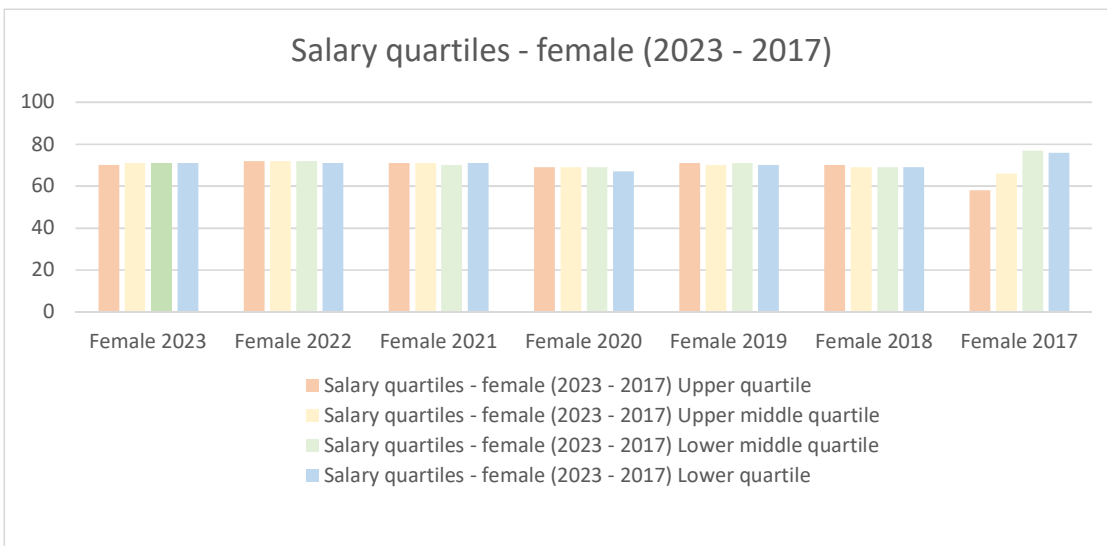
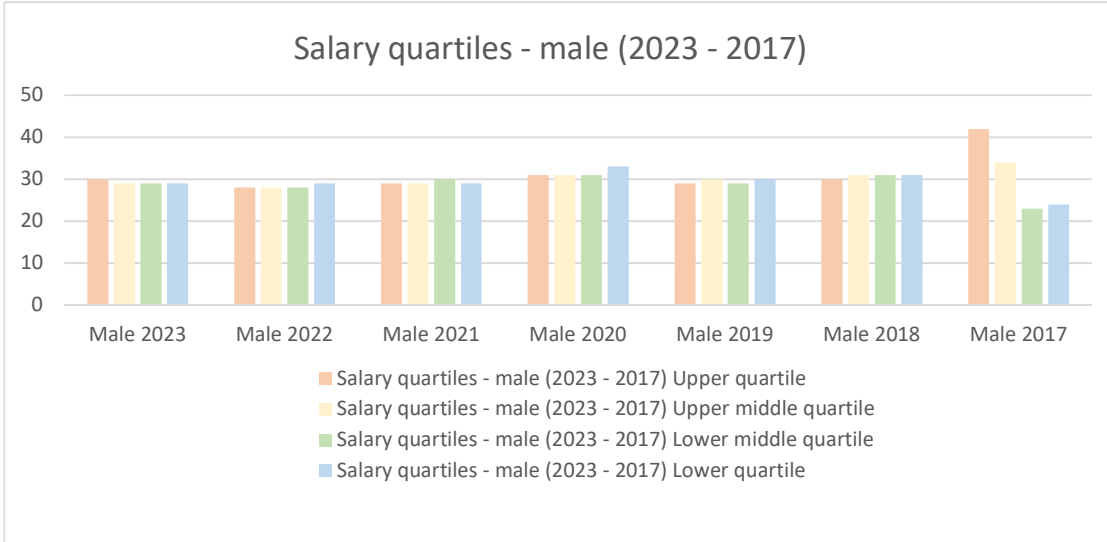
Salary quartiles - male (2023 - 2017)

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Male 2023	30	29	29	29
Male 2022	28	28	28	29
Male 2021	29	29	30	29
Male 2020	31	31	31	33
Male 2019	29	30	29	30
Male 2018	30	31	31	31
Male 2017	42	34	23	24



Salary quartiles

The following graphs demonstrate the proportion of males/females in each quartile pay band as follows:



Why we have a gender pay gap

While we are confident that men and women are paid equally for doing equivalent jobs across Claives Court; our analysis shows that the pay gap exists primarily because of the distribution of women and men within different types of roles within our school, from cleaning to teaching.

We are happy to note that since 2017, the mean pay gap has reduced from 14.57% to 6.47%, and the median from 25.55% to 16.28% which supports our knowledge that we are able to attract, engage and develop all employees and potential employees, regardless of gender.



Equal pay

Clares Court is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

Clares Court is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Hugh Wilding, Administrative Principal, confirm that the information in this statement is accurate.

Dated: 27 March 2024