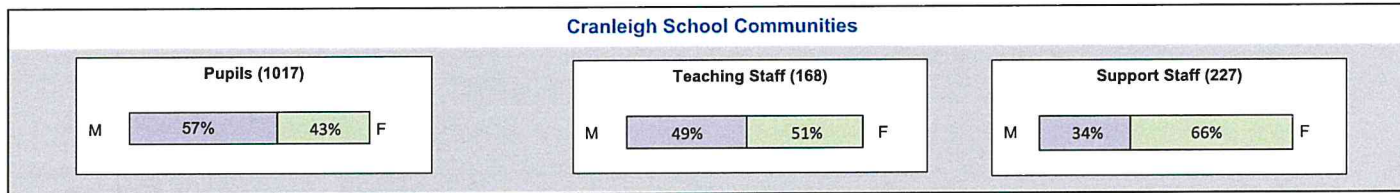


**Cranleigh School**  
**Gender Pay Report 2020**



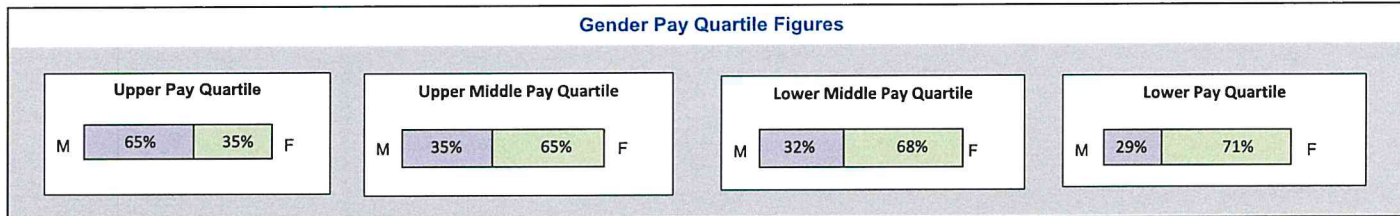
This is Cranleigh School's gender pay report as at 5th April 2020. During the reporting year the Senior Management Teams of the two schools comprised twenty five staff, some 20% of one quartile, of whom nine were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts largely for the figures in the upper pay quartile and for the mean and median gender pay gap. The lower two quartiles predominantly comprise staff who work flexibly many of whom are female and wish to fit work around family and other commitments.

There are three primary pay scales at Cranleigh School: two teaching scales and a support staff scale. Each scale is compliant with gender pay regulations. Senior management salaries are determined by the Governing Body.



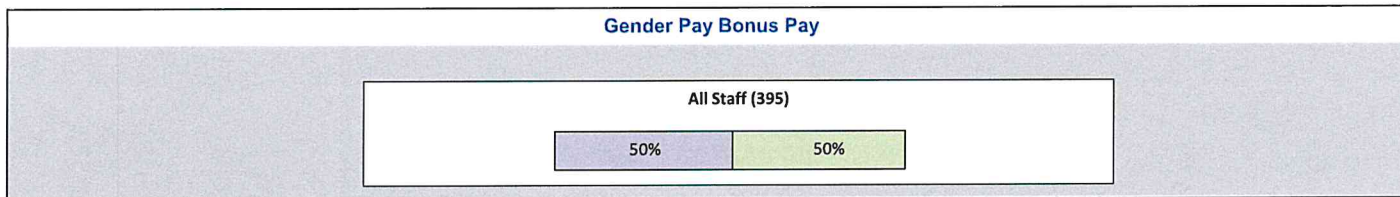
Mean gender pay gap in hourly pay as a percentage of men's pay	26.67%
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Median gender pay gap in hourly pay as a percentage of men's pay	33.28%
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Mean gender pay gap in bonus pay as a percentage of men's pay	-11.65%
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Median gender pay gap in bonus pay as a percentage of men's pay	0.00%
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This report is approved by the Governing Body of Cranleigh School.  
6th March 2021

*[Signature]*  
Clerk to the Governing Body

# Cranleigh School

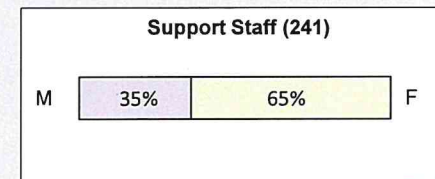
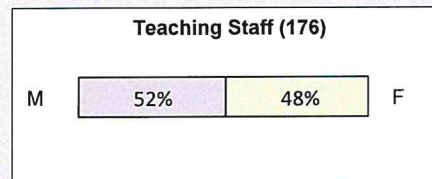
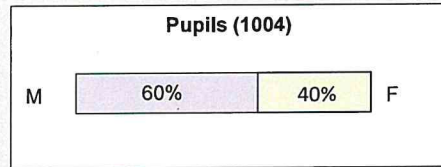
## Gender Pay Report 2019



This is Cranleigh School's gender pay report as at 5th April 2019. During the reporting year the Senior Management Teams of the two schools comprised twenty two staff, some 20% of one quartile, of whom nine were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts largely for the figures in the upper pay quartile and for the mean and median gender pay gap. The lower two quartiles predominantly comprise staff who work flexibly many of whom are female and wish to fit work around family and other commitments.

There are three primary pay scales at Cranleigh School: two teaching scales and a support staff scale. Each scale is compliant with gender pay regulations. Senior management salaries are determined by the Governing Body. No staff received a bonus during the reporting year.

### Cranleigh School Communities



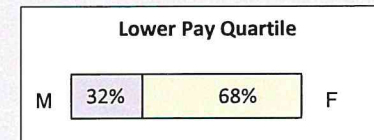
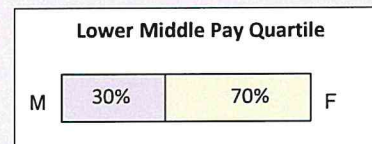
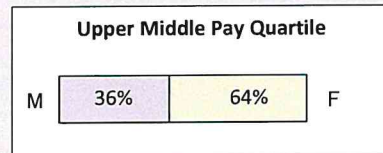
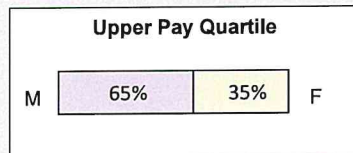
Mean gender pay gap in hourly pay as a percentage of men's pay

22.98%

Median gender pay gap in hourly pay as a percentage of men's pay

30.52%

### Gender Pay Quartile Figures



No bonus payments were made to employees in this period

This report is approved by the Governing Body of Cranleigh School.  
14th March 2020

*P Roberts*

Clerk to the Governing Body

## Cranleigh School

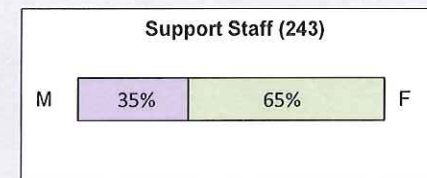
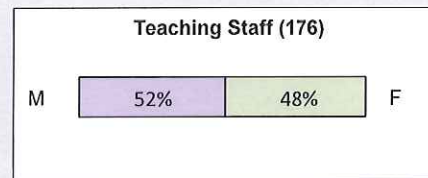
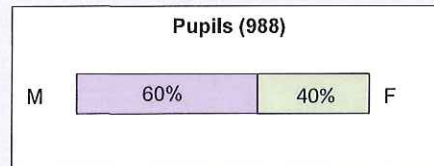
### Gender Pay Report 2018



This is Cranleigh School's gender pay report as at 5th April 2018. During the reporting year the Senior Management Teams of the two schools comprised twenty four staff, some 20% of one quartile, of whom eight were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts largely for the figures in the upper pay quartile and for the mean and median gender pay gap. The lower two quartiles predominantly comprise staff who work flexibly many of whom are female and wish to fit work around family and other commitments.

There are three primary pay scales at Cranleigh School: two teaching scales and a support staff scale. Each scale is compliant with gender pay regulations. Senior management salaries are determined by the Governing Body. No staff received a bonus during the reporting year.

#### Cranleigh School Communities



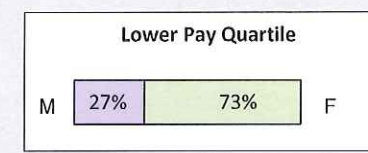
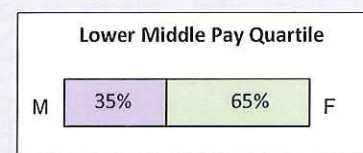
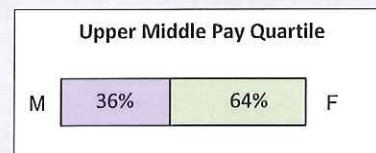
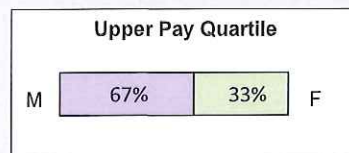
Mean gender pay gap in hourly pay as a percentage of men's pay

28.05%

Median gender pay gap in hourly pay as a percentage of men's pay

27.45%

#### Gender Pay Quartile Figures



No bonus payments were made to employees in this period

This report is approved by the Governing Body of Cranleigh School.  
15th March 2019

*P Roberts*

Clerk to the Governing Body