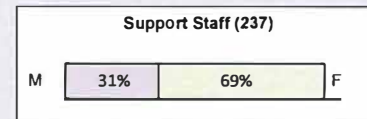
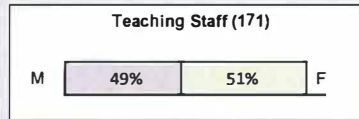
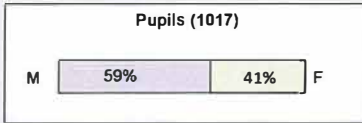




This is Cranleigh School's gender pay report as at 5th April 2022. During the reporting year the Senior Management Teams of the two schools comprised twenty four staff, some 24% of one quartile, of whom eleven were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts 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.

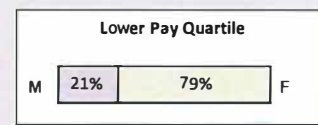
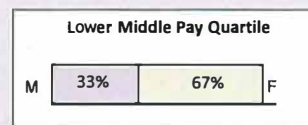
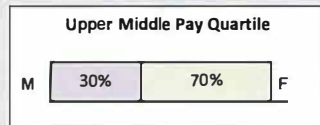
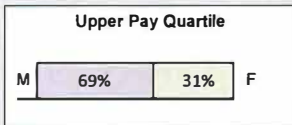
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay **32.29%**

Median gender pay gap in hourly pay as a percentage of men's pay **41.83%**

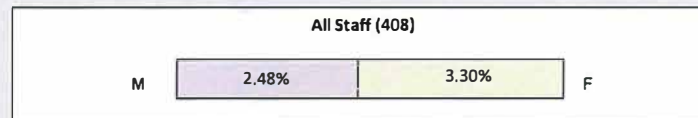
Gender Pay Quartile Figures



Mean gender pay gap in bonus pay as a percentage of men's pay **30.17%**

Median gender pay gap in bonus pay as a percentage of men's pay **33.33%**

Gender Pay Bonus Pay



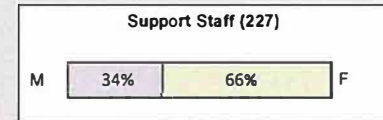
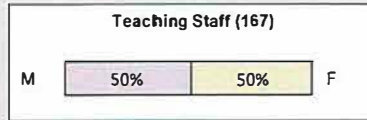
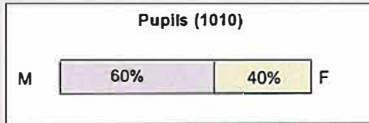
P. Roberts



This is Cranleigh School's gender pay report as at 5th April 2021. During the reporting year the Senior Management Teams of the two schools comprised twenty five staff, some 24% of one quartile, of whom eleven 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.

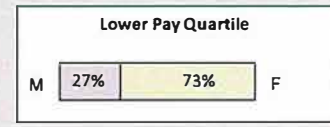
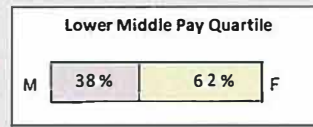
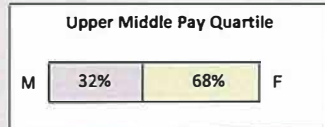
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay	27.25%
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Median gender pay gap in hourly pay as a percentage of men's pay	33.24%
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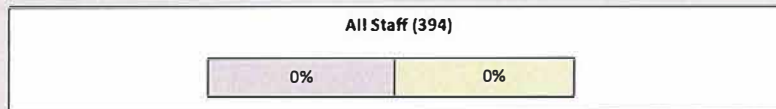
Gender Pay Quartile Figures



Mean gender pay gap in bonus pay as a percentage of men's pay	0.00%
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Median gender pay gap in bonus pay as a percentage of men's pay	0.00%
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Gender Pay Bonus Pay



P. Roberts

Cranleigh School

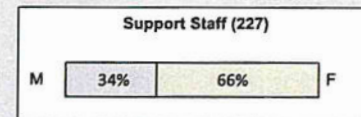
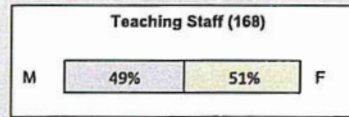
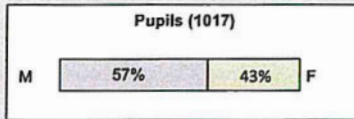
Gender Pay Report 2020



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.

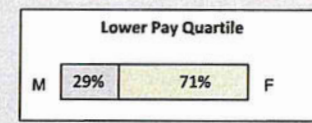
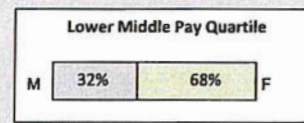
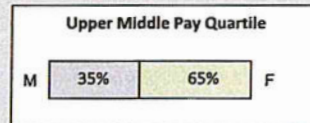
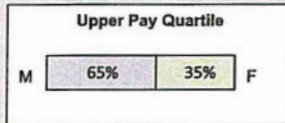
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay 26.67%

Median gender pay gap in hourly pay as a percentage of men's pay 33.28%

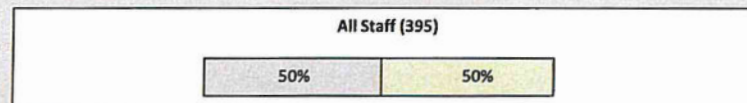
Gender Pay Quartile Figures



Mean gender pay gap in bonus pay as a percentage of men's pay -11.65%

Median gender pay gap in bonus pay as a percentage of men's pay 0.00%

Gender Pay Bonus Pay



This report is approved by the Governing Body of Cranleigh School.
6th March 2021

Clerk to the Governing Body