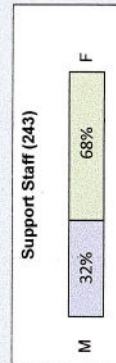
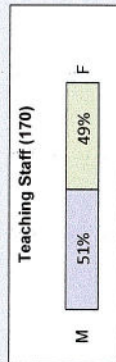
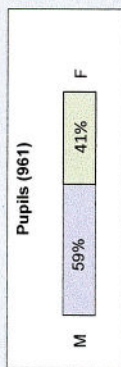




This is Cranleigh School's gender pay report as at 5th April 2024. During the reporting year the Senior Management Teams of the two schools comprised twenty four staff, some 23% of one quartile, of whom nine were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts 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.

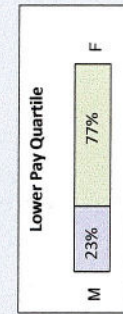
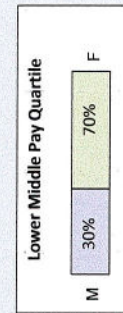
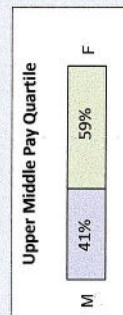
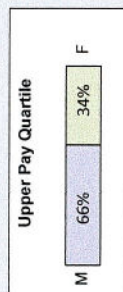
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay 30.81%

Median gender pay gap in hourly pay as a percentage of men's pay 41.66%

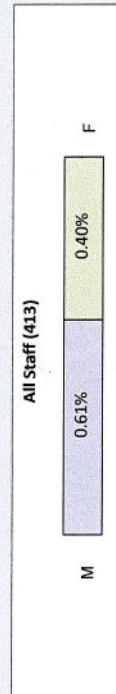
Gender Pay Quartile Figures



Mean gender pay gap in bonus pay as a percentage of men's pay 80.00%

Median gender pay gap in bonus pay as a percentage of men's pay 80.00%

Gender Pay Bonus Pay



This report is approved by the Governing Body of Cranleigh School.
15th March 2025

P. R. R. R.

Clerk to the Governing Body



Cranleigh School

Gender Pay Report 2023

This is Cranleigh School's gender pay report as at 5th April 2023. During the reporting year the Senior Management Teams of the two schools comprised twenty six staff, some 25% of one quartile, of whom ten 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					
Pupils (1003)		Teaching Staff (171)		Support Staff (238)	
M 59% 41% F		M 51% 49% F		M 32% 68% F	
Mean gender pay gap in hourly pay as a percentage of men's pay				31.31%	
Median gender pay gap in hourly pay as a percentage of men's pay				41.31%	
Gender Pay Quartile Figures					
Upper Pay Quartile		Upper Middle Pay Quartile		Lower Middle Pay Quartile	
M 70% 30% F		M 37% 63% F		M 31% 69% F	
Lower Pay Quartile					
M 21% 79% F					
Mean gender pay gap in bonus pay as a percentage of men's pay				-0.01%	
Median gender pay gap in bonus pay as a percentage of men's pay				-0.01%	
Gender Pay Bonus Pay					
All Staff (409)					
M 0.00% 0.41% F					

This report is approved by the Governing Body of Cranleigh School.
9th March 2024

P. Roberts
Clerk to the Governing Body



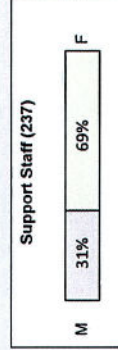
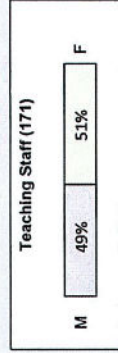
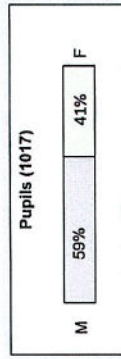
Cranleigh School

Gender Pay Report 2022

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



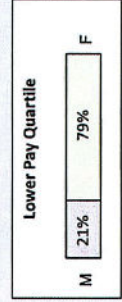
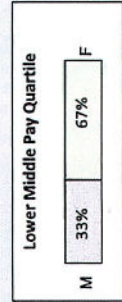
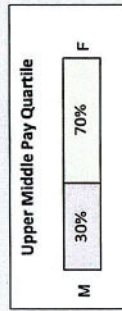
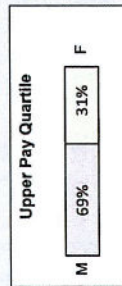
Mean gender pay gap in hourly pay as a percentage of men's pay

32.29%

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

41.83%

Gender Pay Quartile Figures



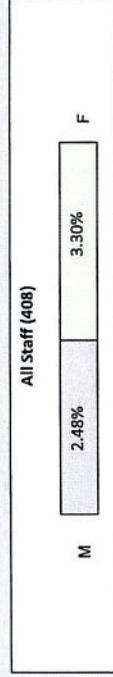
Mean gender pay gap in bonus pay as a percentage of men's pay

30.17%

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

33.33%

Gender Pay Bonus Pay



This report is approved by the Governing Body of Cranleigh School.
11th March 2023

P. Roberts
Clerk to the Governing Body