

Cranleigh School

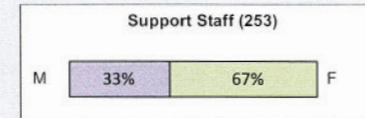
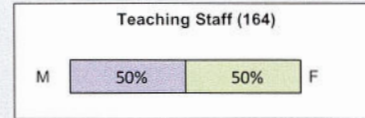
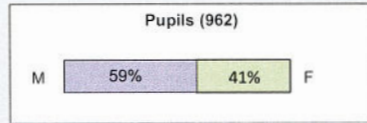
Gender Pay Report 2025



This is Cranleigh School's gender pay report as at 5th April 2025. During the reporting year the Senior Management Teams of the two schools comprised twenty two staff, some 21% 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.

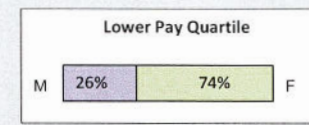
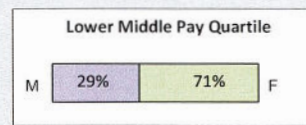
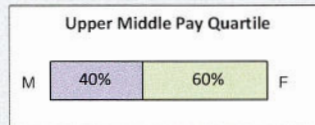
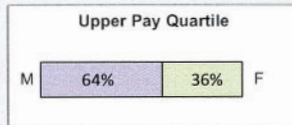
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay 24.29%

Median gender pay gap in hourly pay as a percentage of men's pay 34.07%

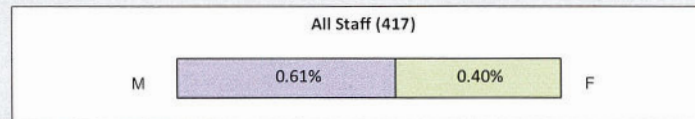
Gender Pay Quartile Figures



Mean gender pay gap in bonus pay as a percentage of men's pay 37.50%

Median gender pay gap in bonus pay as a percentage of men's pay 37.50%

Gender Pay Bonus Pay



This report is approved by the Governing Body of Cranleigh School.
14th March 2026

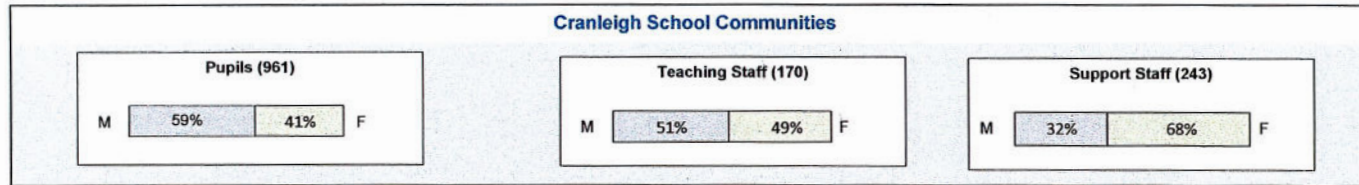
P. Roberts
Clerk to the Governing Body

Cranleigh School
Gender Pay Report 2024

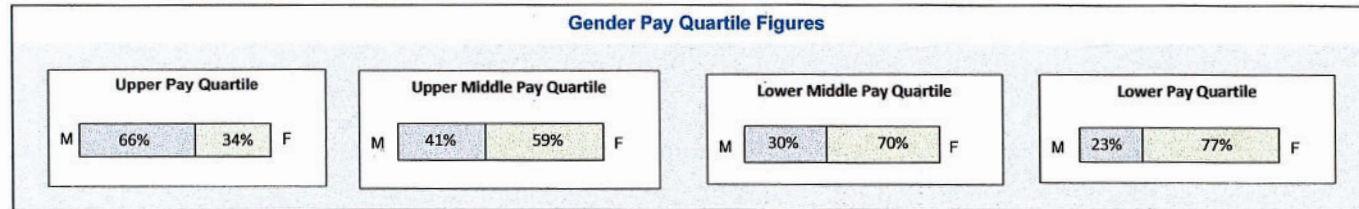


This is Cranleigh School's gender pay report as at 5th April 2024. During the reporting year the Senior Management Teams of the two schools comprised twenty four staff, some 23% of one quartile, of whom nine were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts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

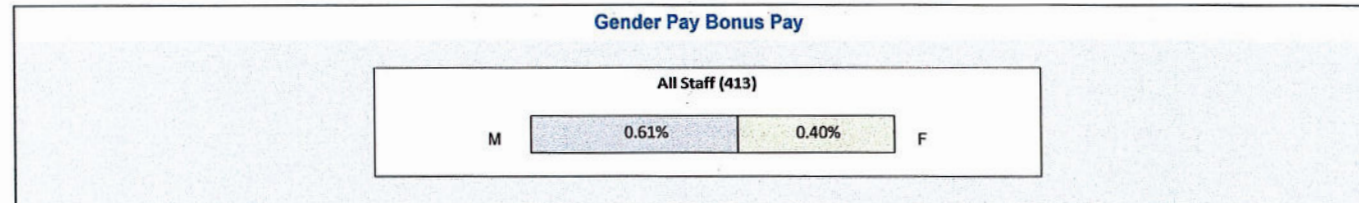
There are three primary pay scales at Cranleigh School: two teaching scales and a support staff scale. Each scale is compliant with gender pay regulations. Senior management salaries are determined by the Governing Body.



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%



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%



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

P. Roberts
 Clerk to the Governing Body

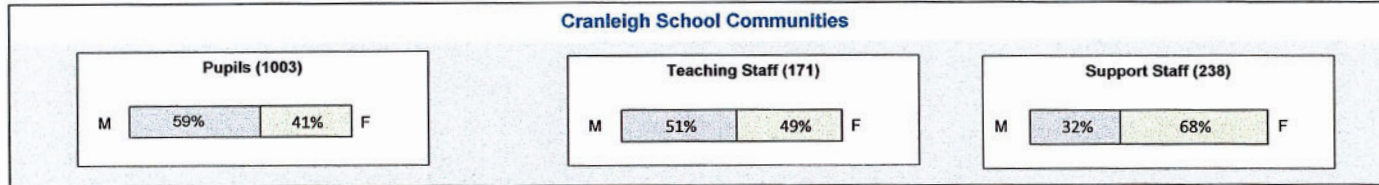
Cranleigh School

Gender Pay Report 2023



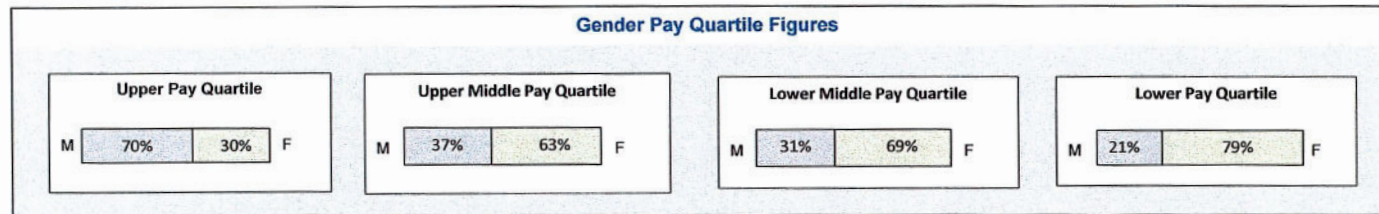
This is Cranleigh School's gender pay report as at 5th April 2023. During the reporting year the Senior Management Teams of the two schools comprised twenty six staff, some 25% of one quartile, of whom ten were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts 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.



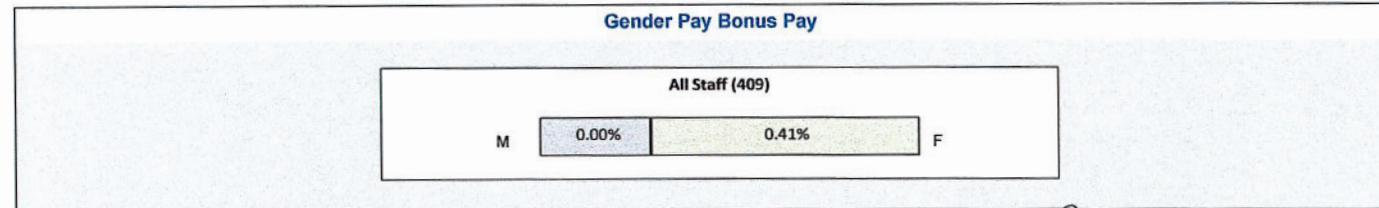
Mean gender pay gap in hourly pay as a percentage of men's pay: 31.31%

Median gender pay gap in hourly pay as a percentage of men's pay: 41.31%



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%



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

P. Roberts
Clerk to the Governing Body