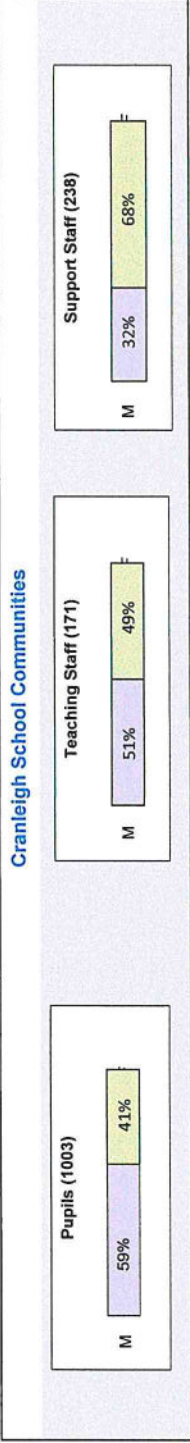




**Cranleigh School**  
**Gender Pay Report 2023**

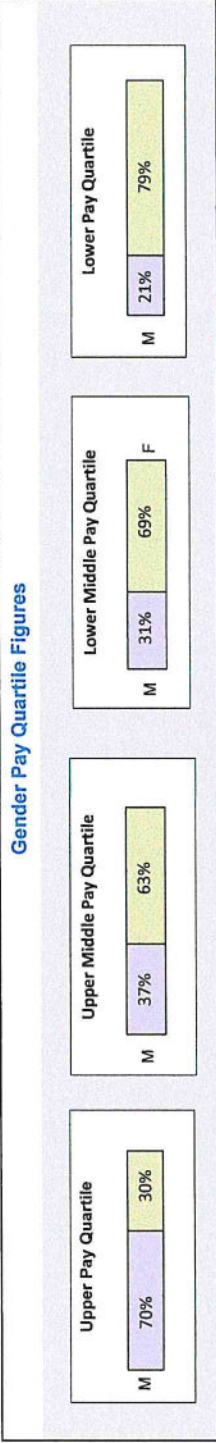
This is Cranleigh School's gender pay report as at 5th April 2023. During the reporting year the Senior Management Teams of the two schools comprised twenty six staff, some 25% of one quartile, of whom ten were female. The gender ratio amongst these employees, who are amongst the highest paid, accounts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



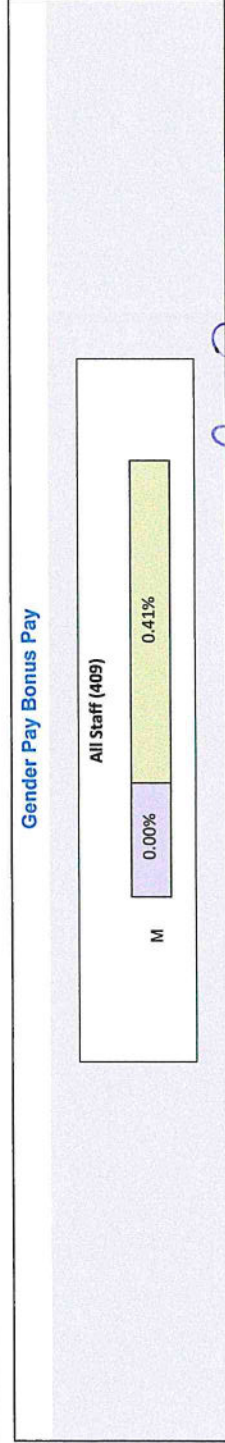
Mean gender pay gap in hourly pay as a percentage of men's pay      **31.31%**

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

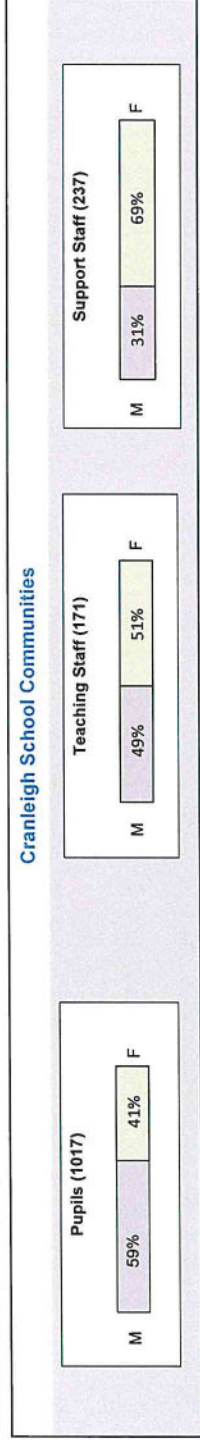
*P. Roberts*  
Clerk to the Governing Body



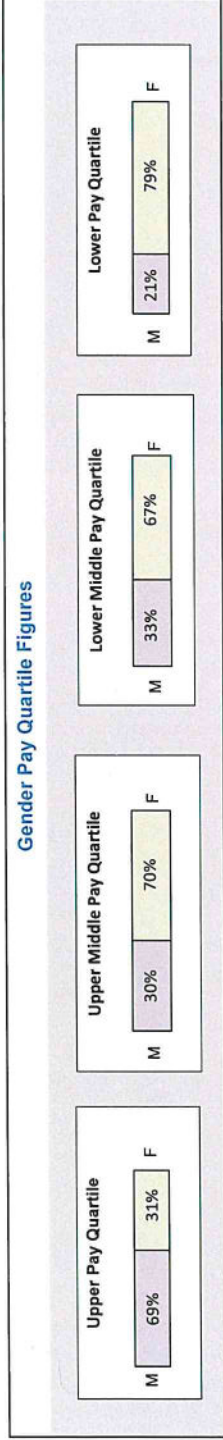
**Cranleigh School**  
**Gender Pay Report 2022**

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.

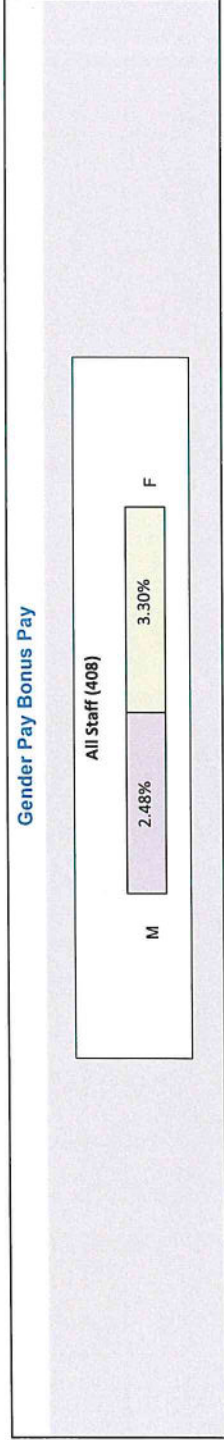
There are three primary pay scales at Cranleigh School: two teaching scales and a support staff scale. Each scale is compliant with gender pay regulations. Senior management salaries are determined by the Governing Body.



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%



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%



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

*P. Roberts*  
Clerk to the Governing Body



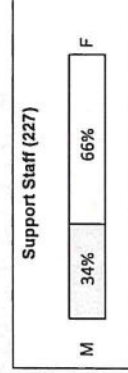
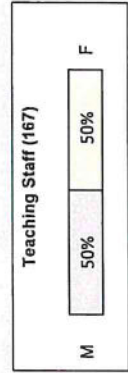
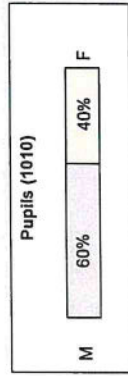
Cranleigh School

Gender Pay Report 2021

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.

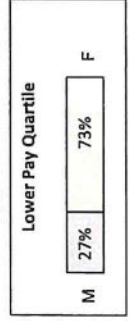
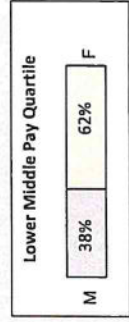
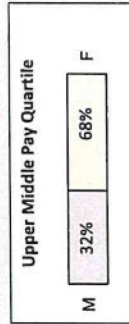
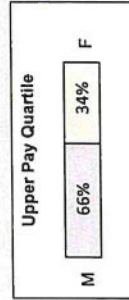
Cranleigh School Communities



Mean gender pay gap in hourly pay as a percentage of men's pay 27.25%

Median gender pay gap in hourly pay as a percentage of men's pay 33.24%

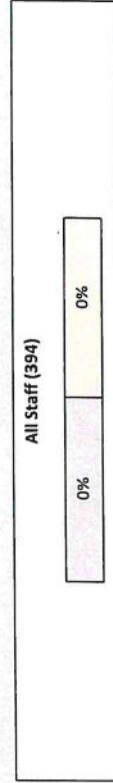
Gender Pay Quartile Figures



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

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.  
12th March 2022

*R. Roberts*  
Clerk to the Governing Body