



**Gender Pay Gap Report 2024**

Regulations relating to equality in the workplace came into effect in April 2017. These apply to all organisations, including schools, with over 250 employees. As a qualifying employer Claremont Fan Court School Foundation has collated its data for the pay period including 5 April 2024.

The gender pay gap report is designed to show the difference between the average (mean or median) earnings of men and women.

The full pay relevant employees in the scope of this report comprised 305 staff members, 76 of whom were male and 229 were female. (2023: 278 staff members, 69 of whom were male and 209 were female).

All staff are treated equally throughout the recruitment process and whilst employed by the charity. Staff receive equal pay for equal work regardless of gender.

Teaching pay scales are applied to a role regardless of the gender of the teacher. Support staff salaries are based on market rates and applied to the specific role carried out regardless of gender.

**Pay Quartiles**

2024	Male %	Female %	2023	Male %	Female %
Upper Quartile	36.8%	63.2%	Upper Quartile	39.1%	60.9%
Upper Middle Quartile	14.5%	85.5%	Upper Middle Quartile	18.6%	81.4%
Lower Middle Quartile	25.0%	75.0%	Lower Middle Quartile	18.8%	81.2%
Lower Quartile	23.4%	76.6%	Lower Quartile	22.9%	77.1%

**Mean & Median Gender Pay Gap**

Using hourly rates of pay there is a mean pay gap of 8.6% and a median pay gap of 8.5%. (2023: mean pay gap of 11.9% and a median pay gap of 17.8%). These compare to a 12.5% mean and a 17.2% median average for the Education sector in the UK (ONS report released October 2024).

**Bonus Payments**

28.5% of female employees received bonus payments and 21.8% of male employees. (2023: 29.1% of female employees received bonus payments and 32.9% of male employees).

There is a mean bonus pay gap of 11.0% and a median bonus pay gap of 18.8%. (2023: mean bonus pay gap of 58.1% and a median bonus pay gap of 22.9%).

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the information in this statement is accurate.

Roger Martin, Chair of Governors

20 March 2025