



# Gender Pay Gap Report

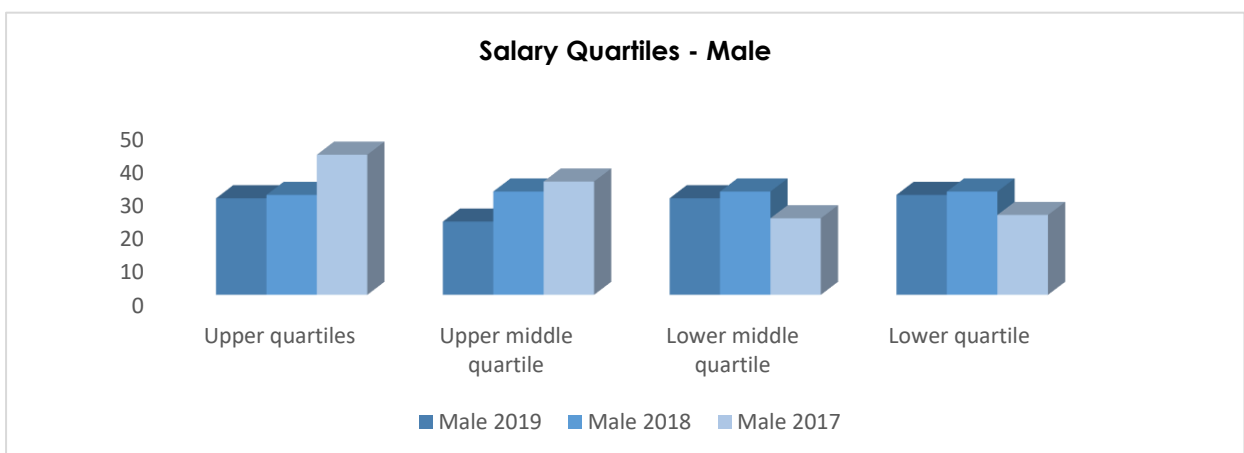
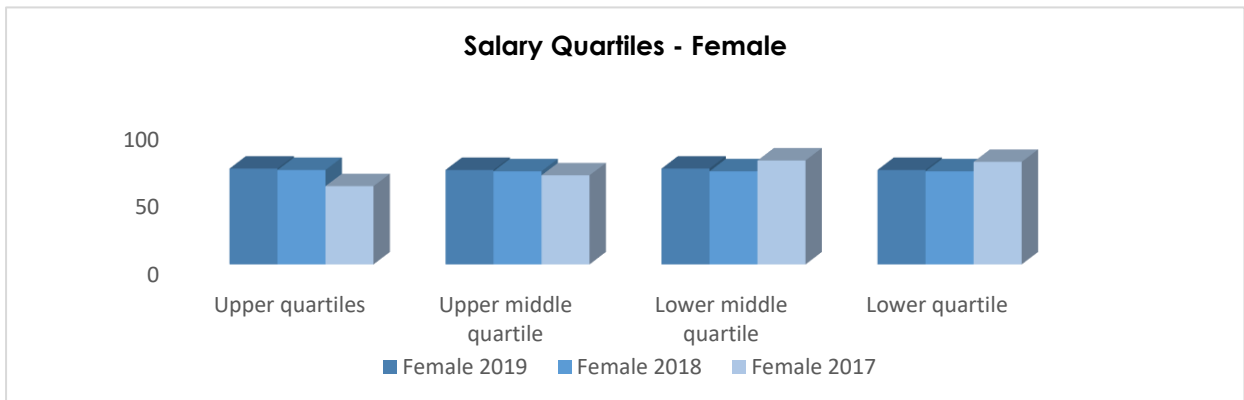
# Claire's Court HR

The Gender Pay Gap Reporting Regulations require all employers with 250 or more relevant employees in the UK to report their gender pay gap. The regulations require us to analyse and report on our gender pay gap which involves calculating average rates of pay for our male and female employees.

Mean and median pay and bonus gap		
	Mean	Median
Gender Pay Gap 2019	12.75%	22.08%
Gender Pay Gap 2018	13.96%	30.74%
Gender Pay Gap 2017	14.57%	25.55%
Gender Bonus Gap 2019	-93.5%	-140.68

## Salary Quartiles

The following graphs demonstrate the proportion of males/females in each quartile pay band as follows:



### Salary quartile percentages

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Female 2019	71%	70%	71%	70%
Female 2018	70%	69%	69%	69%
Female 2017	58%	66%	77%	76%

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Male 2019	29%	30%	29%	30%
Male 2018	30%	31%	31%	31%
Male 2017	42%	34%	23%	24%

### Why we have a gender pay gap

While we are confident that men and women are paid equally for doing equivalent jobs across Claires Court; our analysis shows that the pay gap exists primarily because of the distribution of women and men within different types of roles within our school, from cleaning to teaching.

We are pleased that our gender pay gap has decreased again this year. This is due to more female employees moving into the upper and upper middle quartiles. Notably, since 2017, the upper quartile has increased from 58% to 71%, which supports our knowledge that we are able to attract, engage and develop all employees and potential employees, regardless of gender.

### Equal Pay

Claires Court is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic set out above).

Claires Court is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

I, Hugh Wilding, Administrative Principal, confirm that the information in this statement is accurate.

Signed:



Dated: 16 March 2020