



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.

This is the report for the snapshot date of 5 April 2025.

Mean and median pay and bonus gap

	Mean	Median
Gender Pay Gap 2025	3.03%	3.39%
Gender Bonus Gap	0%	0%

Salary quartile percentages

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Female 2025	50	49	49	49
Male 2025	20	20	20	19
Female %	78%	71%	71%	72%
Male %	22%	29%	29%	28%

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.

However, we are delighted to see that the upper quartile and upper middle quartile have a high percentage of female staff, which supports our knowledge that we are able to attract, engage, and develop all employees and potential employees, regardless of gender.

Equal pay

Clares 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).

Clares 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, Michelle Mercer, Head of HR, confirm that the information in this statement is accurate.

Dated: 31 March 2026