

Gender Pay Gap Report 2025

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 2025.

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 309 staff members, 81 of whom were male and 228 were female (2024: 305 staff members, 76 of whom were male and 229 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

2025	Male %	Female %	2024	Male %	Female %
Upper Quartile	37.7%	62.3%	Upper Quartile	36.8%	63.2%
Upper Middle Quartile	18.2%	81.8%	Upper Middle Quartile	14.5%	85.5%
Lower Middle Quartile	29.9%	70.1%	Lower Middle Quartile	25.0%	75.0%
Lower Quartile	19.2%	80.8%	Lower Quartile	23.4%	76.6%

Mean & Median Gender Pay Gap

Using hourly rates of pay there is a mean pay gap of 9.2% and a median pay gap of 8.5% (2024: mean pay gap of 8.6% and a median pay gap of 8.5%). These compare to a 12.1% mean and a 17.0% median average for the Education sector in the UK (ONS report released October 2025).

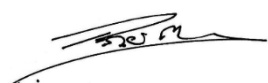
Bonus Payments

0.4% of female employees received bonus payments and 0.0% of male employees. (2024: 28.5% of female employees received bonus payments and 21.8% of male employees).

There is a mean and median bonus pay gap of -100.0%. (2024: mean bonus pay gap of 11.0% and a median bonus pay gap of 18.8%).

In the year there was a single bonus payment made to one employee only which has created these disproportionate bonus gap figures.

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

Date: 19 March 2026