

Gender Pay Gap reporting (2025)

As an employer with over 250 employees Canford School is required to submit a Gender Pay report on our website and on the government’s online reporting service by 30th March 2026, based on March 2025 data.

In accordance with the regulations, certain sets of data are required to be published:-

- Difference between the mean hourly rate of pay between male and female employees
- Difference between the median hourly rate of pay between male and female employees
- Proportions of male and female employees in each of four equal pay quartiles.

The school does not pay bonuses so the requirement to report on bonuses is not applicable.

The results for Canford School are:-

Mean Gender pay gap: 15.34%

Median gender pay gap: 19.41%

Proportion of males and females in each quartile are as follows:-

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Male	35	50	46	60	191
Female	75	60	64	49	248
	110	110	110	109	439

Male	32%	45%	42%	55%	
Female	68%	55%	58%	45%	

The following statement accompanies the data:

“At Canford, we are committed to fairness, transparency and continuous improvement in how we reward our staff.

Our Gender Pay Gap reflects the overall distribution of men and women across different types of roles and levels within the School. Teaching staff are remunerated on a structured pay framework that reflects experience, performance and contribution to the wider life of the School. Support staff pay is set through benchmarking and aim to pay at the medium or above which takes account of role responsibilities and market conditions.

We recognise that more needs to be done to understand and address the factors contributing to our Gender Pay Gap. Over the coming year, we will:

- *undertake a detailed review of pay structure across the School, commencing in September 2026*
- *strengthen our approach to pay setting and progression*

- *review recruitment and promotion to ensure equal opportunity*

We are committed to building a more balanced workforce over time and to reporting openly on our progress.”

Abi Phillips
Chief Operations Officer

March 2026