

## Gender Pay Report 2020

### Caroline Chisholm School's gender pay gap

Caroline Chisholm School is required by law to publish an annual gender pay gap report. This is the report for the data from April 19 to March 20.

### Methodology

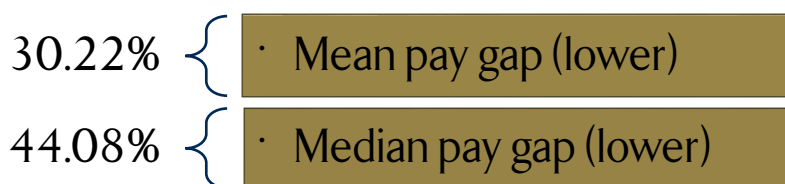
This report includes employees with permanent, fixed term and temporary contracts who were employed at the snapshot date of 31st March 2020. The gender pay gap report legislation requires that bonus information is included, however, as we do not pay bonuses, we have not included this information.

### What is the gender pay gap?

All companies with 250 or more employees are required by law to annually carry out Gender Pay Reporting. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 is a set of regulations which impose the mandatory Gender Pay Gap reporting obligations on employers.

The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK.

### Mean and median gender pay gap

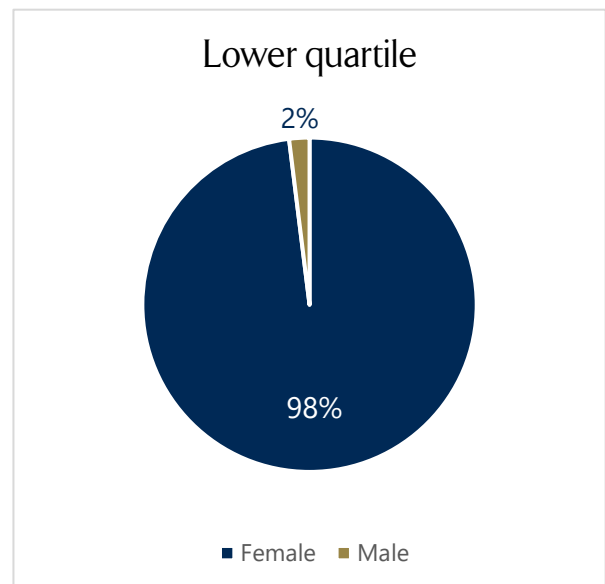
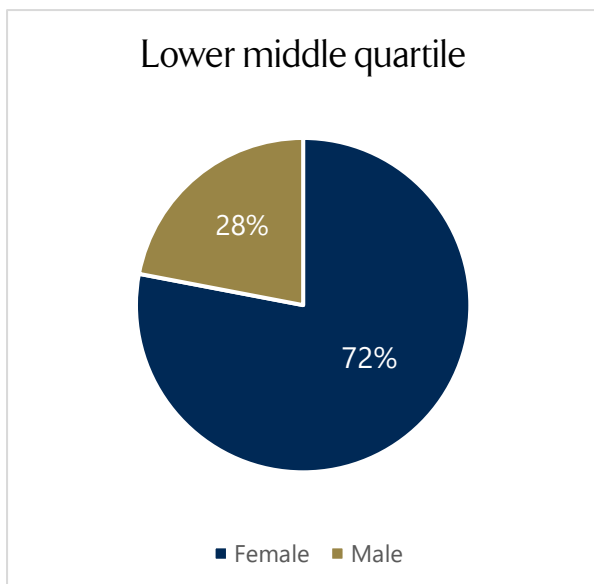
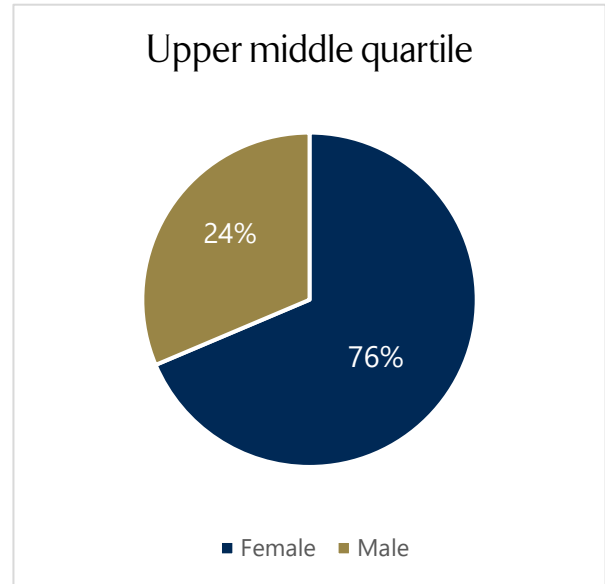
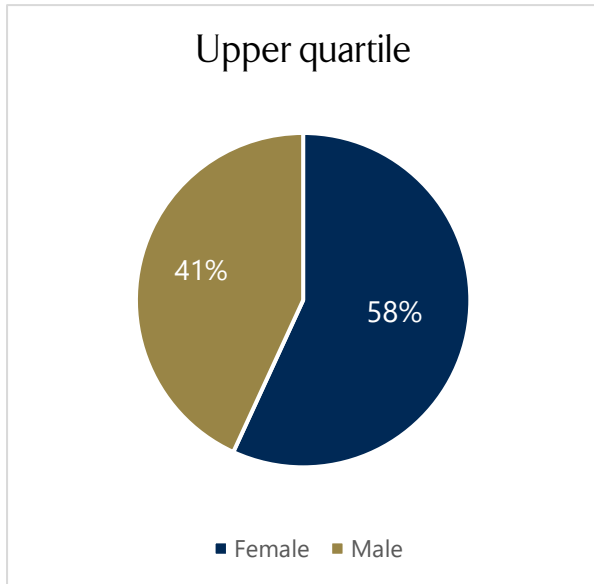


The mean pay gap shows that the average pay for full and part time female employees is 30.22% lower than full and part time male employees. This is a slight widening of the gap compared to the figure of 29.34% for 2019.

The median shows the difference in the mid-point of all male and female hourly rates. The 2020 figure has increased to 44.08%.

All employees were split into four equal quartiles based on their gross hourly pay on 31st March 2020.

### Quartile Analysis



### **What are the underlying causes?**

Under the law, men and women must receive equal pay for the same or broadly similar work, work rated as equivalent under a job evaluation scheme or work of equal value.

Caroline Chisholm School 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.

The School operates a fair Pay Policy and fair and consistent process for performance management reviews. The School appoints the best candidate for the role regardless of any of the protective characteristics listed above.

Caroline Chisholm School 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. The workforce profile depicts that the majority of teaching and support staff are women.

### **Reducing the gender pay gap**

Schools generally have some of the worst gender pay gaps, but Caroline Chisholm Education Trust compares more favourably than some other educational establishments. The report shows that there are more women in each of the four quartile bands. Caroline Chisholm School is committed to equal pay between men and women who carry out the same role. As an organisation, we are also determined to reduce the gender pay gap and will continue to work with the trust board and academy leaders to introduce a range of initiatives that will aim to reduce this figure in future years.

Caroline Chisholm School will look to review its data through recruitment and selection processes, employees returning to work after a period of maternity and paternity leave, review those requesting flexible working arrangements and what the requests are, along with a review and implementation of family friendly policies. This will help to identify any measures that can be implemented or amended that could lead to a decrease in the gender pay gap.

### **Declaration**

I confirm that the gender pay gap data in this report is accurate.



David James  
Principal