

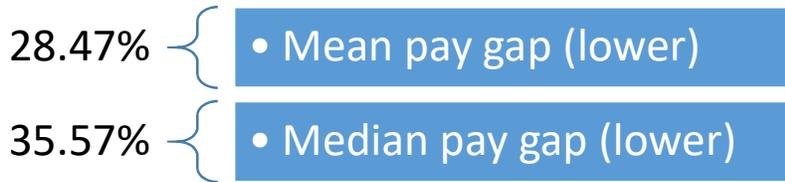
Gender Pay Report 2018

Caroline Chisholm School's gender pay gap.

Methodology

This report includes employees with permanent, fixed term and temporary contracts who were employed at the snapshot date of 31st March 2018. **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.**

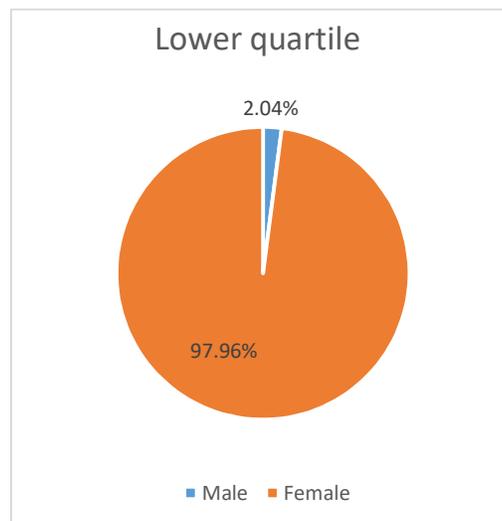
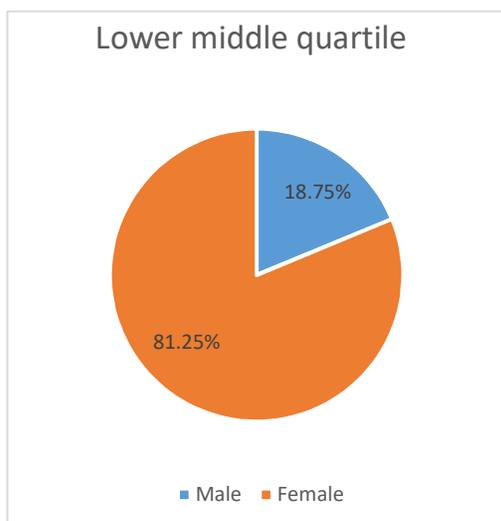
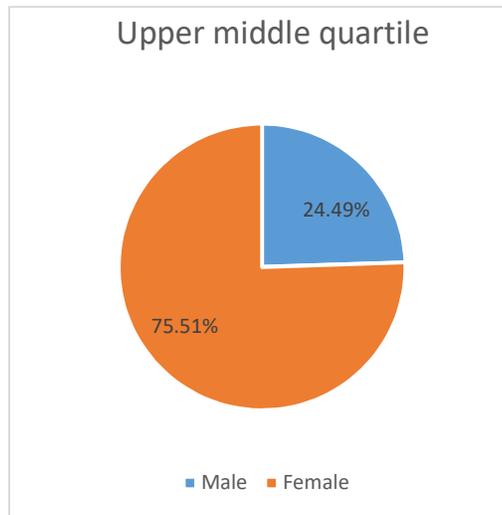
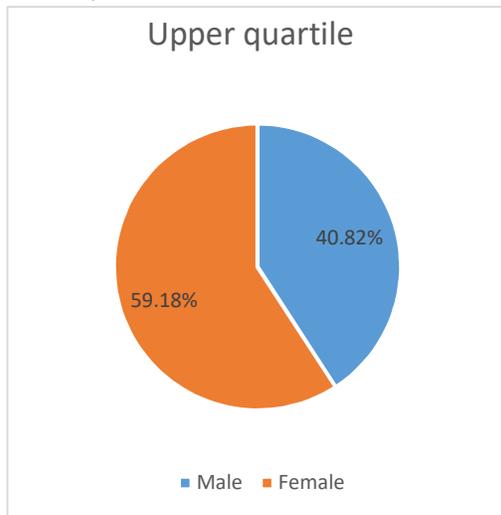
Mean and median gender pay gap



The mean pay gap shows that the average pay for full and part time female employees is 28.47% lower than for full and part time male employees. This is an improvement from the figure of 33.27% for 2017.

The median shows the difference in the mid-point of all male and female hourly rates. The 2018 figure is an improvement from the 41.45% gap in 2017.

Quartile Analysis



All employees were split into four equal quartiles based on their gross hourly pay on 31st March 2018.

What is the gender pay gap?

All companies with 250 or more employees are required by law to annually carry out Gender Pay Reporting. This falls under the “Equality Act 2010 (Gender Pay information) Regulations” and should be completed by 5th April each year. The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK.

In 2016, the median UK gender pay gap was 18.1%.

Reducing the gender pay gap

Caroline Chisholm Education Trust is committed to equal pay between men and women who carry out the same role.

This report shows that although, there are more women in each of the four quartile bands, the gender pay gap at Caroline Chisholm School is large and is considerably larger than the national median gender pay gap. The gender gap has closed since the first report was initially published in 2017.

As an organisation, we are also determined to reduce the gender pay gap and will work with the trust board and academy leaders to introduce initiatives that will aim to reduce this figure in future years.

Declaration

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

David James
Principal