



CHINGFORD
ACADEMIES
TRUST

Gender pay gap

Gender pay gap reporting is a new legal requirement for large organisations with more than 250 employees. Gender pay gap reporting shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay across the organisation as a whole. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Chingford Academies Trust is required to carry out Gender Pay Gap reporting.

Our Trust

At Chingford Academies Trust, we believe in job opportunities for everyone regardless of gender. We want a diverse and gender balanced workforce, which reflects the stakeholders we serve. We are committed to addressing gender representation and supporting women in the workplace.

Snapshot date

Our snapshot date for the data collection is 31st March 2017.

What is a gender pay gap and how is it calculated

The gender pay gap shows the difference between the **average** (mean and median) earnings between men and women. It is expressed as a percentage of men's earning, e.g. women earn 15% less than men (ACAS).

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. It is calculated by adding all the hourly rates of pay for all employees and dividing the result by the number of employees. **Mean averages** are useful because they place the same value on every number and give an overall indication of gender pay gap.

The median gender pay gap involves listing all hourly rates in numerical order and selecting the middle hourly rate. **Median averages** are useful because they identify a typical situation and are not distorted by very large or very small pay rates.

The gender pay gap is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

What does the mean and median numbers imply?

- A positive percentage figure shows that, typically or overall female employees have a lower pay or bonus than male employees
- A negative percentage figure reveals that, typically or overall male employees have a lower pay or bonus than female employees
- A zero percentage figure would show no gap between pay or bonuses of male and female employees (i.e. no pay gap)

Our numbers

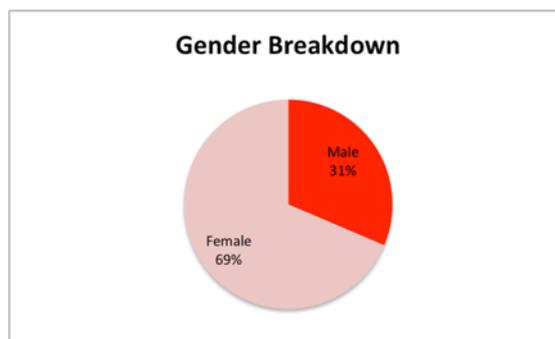
Difference between male and female pay	
Mean pay gap 21.4% UK National Average 9.1%	Median pay gap 30.0% UK National Average 18.1%

GENDER PAY REPORTING – MARCH 2017

Employment mix

The Trust has a much higher number of female employees (69%) than male. The proportion of males to female is a direct factor that influences the Trust's gender pay gap.

The total number of employees (headcount) included in the data set is 293. Of this headcount, 201 employees are female and 92 employees are male.



Pay Quartiles

For gender pay reporting, the Trust is also required to split employees into four groups ('quartiles') by hourly rate, and show the balance of male and female in each group. The quartiles below show the split for the Trust:

Pay Quartiles of full pay relevant employees	Male	Female
Lower 0 – 25%	14.9%	85.1%
Lower middle 25 – 50%	34.3%	65.7%
Upper middle 50 – 75%	31.5%	68.5%
Upper 75 – 100%	45.2%	54.8%

Despite a gender split of 31:69 male to female, this percentage split is not represented in the upper quartile. In our Senior Leadership Team roles, the gender balance of our 16 Senior Management Team Members is 6 who are female.

In our upper middle, lower middle and lower pay quartiles, the balance of the workforce are significantly female (68%, 66% and 85%) dominated compared to 55% female and 45% male in the upper quartile. The percentage of men significantly increases in the upper quartile reflective of the middle management positions predominately held by male staff within the Trust. In contrast, women occupy 85% of the lower quartile pay band reflective of the large proportion of female staff in part-time posts and lower grades. The high percentage in Quartile 1 is significantly influenced by the nature of certain roles within the Trust and their assessed rates of pay. Roles within this percentage band are predominately mid-day supervisors and classroom teaching assistants and mainly filled by female employees. The nature of these contracts is part-time and/or term-time only and as such, provides work opportunities that are attractive for females who may have other commitments during the working day. It is important to note here that the lower quartile is typical of the gender balance in these types of roles across the education sector as a whole as part-time and/or term-time contracts are more likely to be occupied by women.

Overall, the quartiles suggest that, even although the upper quartile remains a majority of female staff, the increase in the number of male staff in comparatively higher earning roles is driving an increase in the overall gender pay gap and an area that the Trust will look at in more detail.

The Trust does not pay bonuses to staff.

What are we doing to be a more gender-balanced organisation?

The Trust has adopted the School Teachers Pay and Conditions Document for teaching staff and the Local Authority National Joint Council (NJC) pay scales for support staff. Teaching staff are subject to a robust performance appraisals process prior to any pay progression and support staff are subject to the Greater London Provincial Evaluation Scheme. No reference in either evaluation processes is made to gender or any other personal characteristics of existing or potential post holders. The Trust upholds equal pay for all staff carrying out the same roles and complies with the Local Authority Single Status recommendations.

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Where we can, we want to close the gender pay gap by making every role within the Trust attractive to as many people as possible, offering jobs to the best talent regardless of gender. We are already tackling issues by:

- Ensuring our pay processes work well to make sure we pay equally for the job regardless of gender
- Making our recruitment process as attractive as possible
- Promoting skilled female professionals within the Trust
- Coaching and mentoring

There is always more we can do as a Trust. We will continue to look at our policies, work with our Trade Unions and ask our staff for suggestions on how we can improve our workplace to make it a welcoming work environment for everyone.

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



Mark Morrall
Chief Executive Officer