

Gender Pay Report 2023

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 22 to March 23

Methodology

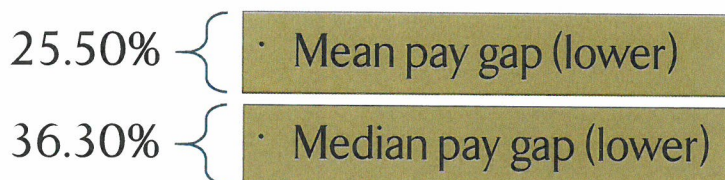
This report includes employees with permanent, fixed term and temporary contracts who were employed at the snapshot date of 31st March 2023. The gender pay gap report legislation requires that bonus information is included, however, as we do not pay bonuses, we have not included this information.

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



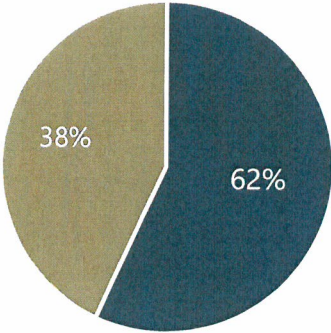
The mean pay gap shows that the average pay for full and part time female employees is 25.5% lower than full and part time male employees. This is a slight increase of the gap compared to the figure of 22.7% for 2022.

The median shows the difference in the mid-point of all male and female hourly rates. The 2023 figure has increased marginally from 35.2% to 36.30%.

All employees were split into four equal quartiles based on their gross hourly pay on 31st March 2023.

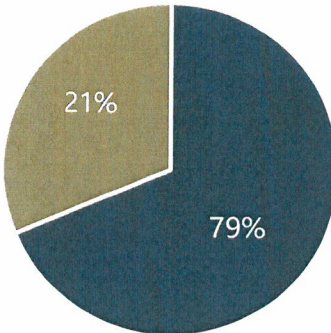
Quartile Analysis

Upper quartile



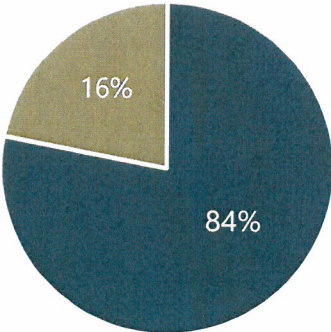
Female Male

Upper middle quartile



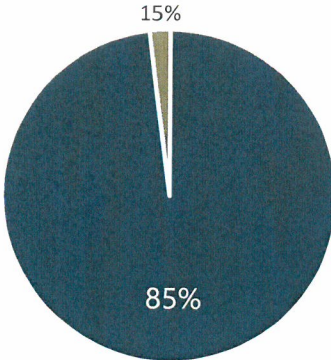
Female Male

Lower middle quartile



Female Male

Lower quartile



Female Male

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 employment processes. 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 continue to reduce the gender pay gap and will work with the trust board and academy leaders to review and introduce initiatives that will aim to reduce this figure in future years.

Family friendly policies are reviewed and updated annually and in line with the most recent legislation to enable employees to balance their work and personal life. In addition, Caroline Chisholm school has a generous special leave policy. The school continually reviews data around job roles and the pay in relation to these job roles. Employees returning to work after a period of maternity and paternity leave or who require additional leave for specific personal circumstances are supported through the school policies such as flexible working arrangements requested on both a temporary short-term basis and a permanent basis.

Unfortunately, none of the above initiatives will completely remove the gender pay gap due to the work force profile and some may take several years to have any impact. The school will continue to review and introduce additional initiatives as they can and in line with updated legislation.

Declaration

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

A handwritten signature in black ink, consisting of a large, stylized 'D' followed by a horizontal line that tapers to a point on the right.

David James
Principal