**CHARLES DARWIN ACADEMY TRUST**

**Gender Pay Gap Report 2022**

We are required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish gender pay reports on an annual basis. This is a requirement for organisations with at least 250 relevant employees. The figures are based on hourly pay rates as at the snapshot date of 31st March 2021.

Relevant employees are defined as those employed on the snapshot date and include people who have a direct contract of employment, temporary staff with a contract of employment and some self-employed people if they personally perform work for the organisation. Staff who were furloughed due to the Coronavirus pandemic are not included in these figures.

The Gender Pay Gap differs from equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

The gender pay gap is a measure of the difference between men’s and women’s earnings across an organisation. It is defined as the difference in median pay and is expressed as a percentage of men’s earnings.

Over the last few years in Britain, the overall gender pay gap has been slowly decreasing but recent analysis has been difficult due to the effects of the coronavirus pandemic with many employees being furloughed. Whilst the educational sector has remained stable it does have a much higher pay gap and is a cause for concern. The figures are partly influenced by the fact that lower paid support staff are generally much more likely to be female and in schools generally women hold over 67% of the jobs. In state funded primary and nursery schools only15% of teachers are men, but 28% of headteachers are male. In the secondary sector men tend to make up only 38% of the teaching staff yet 64% of heads are male.

Whilst gender pay gaps can be caused by women being much more likely than men to take time out of the labour market to start a family, look after children or other family members, pay gaps are not influenced by gender alone. They are also affected by age, part-time work and how long people have been in their role. An increasing number of teachers want to be able to work flexibly and the majority of those are women returning from maternity leave or a career break. It is important to recognise that flexible working policies help to recruit, retain and motivate employees.

The figures below have been calculated using the ACAS reporting guidelines set up under the Gender Pay Gap Reporting legislation and to the best of our knowledge are accurate.

Charles Darwin Academy Trust operates two schools – Charles Darwin School and Biggin Hill Primary School. The figures reported are for the Trust as a whole. We are pleased to report that the median gender pay gap in hourly pay over the Trust has reduced significantly from 48.03% to 28.7%.

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| **Charles Darwin Academy Trust** |
| **Gender Pay Gap Summary** |
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| **Hourly Summary** |
| **Mean gender pay gap in hourly pay** | **23.5%** |
| **Median gender pay gap in hourly pay** | **28.7%** |
| **Bonus Summary** |
| **Proportion of male relevant employees with bonus pay** | **0.0%** |
| **Proportion of female relevant employees with bonus pay** | **0.0%** |
| **Mean gender pay gap in bonus pay** | **0.0%** |
| **Median gender pay gap in bonus pay** | **0.0%** |
| **Quartile Summary** |
| **Lower Quartile:** | **Men 13.2% Women 86.8%** |
| **Lower Middle Quartile:** | **Men 33.3% Women 66.7%** |
| **Upper Middle Quartile:** | **Men 28.9% Women 71.1%** |
| **Upper Quartile:** | **Men 46.2% Women 53.8%** |

The Pay Policy operating across the Trust confirms our commitment to equal opportunities for all staff. Staff are paid on recognised national pay scales and regular reviews of staff pay and job evaluations are undertaken. The Trust routinely reviews all aspects of pay to ensure that both schools are operating fairly and consistently.

In order to reduce the gap further the Trust will continue to consider flexible working opportunities where these can be accommodated and will work to identify barriers to progression. Training is available to all employees across the Trust and staff will continue to be encouraged to take up formal and on the job training opportunities.

Sunil Chotai

Executive Principal

Charles Darwin Academy Trust

March 2022