

CHARLES DARWIN ACADEMY TRUST

Gender Pay Gap Report 2019

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 2018 and any bonus payments paid between 1st April 2017 and 31st March 2018.

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.

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.

In Britain, there is an overall gender pay gap of 17.2%. However in the educational sector the pay gap is much higher 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 65% of the jobs. In state funded primary and nursery schools only 14% of teachers are men, but 27% of headteachers are male. In the secondary sector men tend to make up only 36% of the teaching staff yet 62% 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 as well as the individual schools. Overall the median gender pay gap in hourly pay over the Trust has risen slightly from 45.23% to 48.2%.

Charles Darwin Academy Trust

Gender Pay Gap Summary

Hourly Summary

Mean gender pay gap in hourly pay	23.1%
Median gender pay gap in hourly pay	48.2%

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 16.1% Women 83.9%
Lower Middle Quartile:	Men 20.4% Women 79.6%
Upper Middle Quartile:	Men 35.2% Women 64.8%
Upper Quartile:	Men 35.8% Women 64.2%

Charles Darwin School

Gender Pay Gap Summary

Snapshot date: 31/03/2018

Hourly Summary

Mean gender pay gap in hourly pay	20.4%
Median gender pay gap in hourly pay	25.7%

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	n/a
Median gender pay gap in bonus pay	n/a

Quartile Summary

Lower Quartile:	Men 14.3% Women 85.7%
Lower Middle Quartile:	Men 38.1% Women 61.9%
Upper Middle Quartile:	Men 38.1% Women 61.9%
Upper Quartile:	Men 40.5% Women 59.5%

Biggin Hill Primary School

Gender Pay Gap Summary

Snapshot date: 31/03/2018

Hourly Summary

Mean gender pay gap in hourly pay	27.33%
Median gender pay gap in hourly pay	49.97%

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 0.0% Women 100%
Lower Middle Quartile:	Men 15.38% Women 84.62%
Upper Middle Quartile:	Men 14.29% Women 85.71%
Upper Quartile:	Men 7.69% Women 92.31%

When looking at the figures for the individual schools in the Trust it is clear that whilst the average median pay gap at Charles Darwin School has increased slightly from 21.2% to 25.7%, the median figure for Biggin Hill Primary School has reduced significantly from 60.88% last year to 49.97% for the current reporting year. The Trust are investigating the reasons behind the increase in pay gap at Charles Darwin School, as calculated, and any action necessary to remedy this situation will be considered fully. The Trust will also work with the primary school to reduce further the median pay gap.

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

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