**CHARLES DARWIN ACADEMY TRUST**

**Gender Pay Gap Report**

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 2017 and any bonus payments paid between 1st April 2016 and 31st March 2017.

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 average 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 18.4%. In the educational sector women earn on average 26.3% less than men in England, Scotland and Wales.

Nationally, in schools overall 80% of all school staff are female, with 91% of teaching assistants and 82% of school support staff being female. 67% of Headteachers in state funded schools are female with 35% - 40% of these from secondary schools.

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 Trust as a whole as well as the individual schools.

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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** | **21.28%** |
| **Median gender pay gap in hourly pay** | **45.23%** |
| **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 12% Women 88%** |
| **Lower Middle Quartile:** | **Men 22% Women 78%** |
| **Upper Middle Quartile:** | **Men 36% Women 64%** |
| **Upper Quartile:** | **Men 34% Women 66%** |

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| **Charles Darwin School** |
| **Gender Pay Gap Summary** |
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| **Hourly Summary** |
| **Mean gender pay gap in hourly pay** | **17.2%** |
| **Median gender pay gap in hourly pay** | **21.2%** |
| **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 14.0% Women 86.0%** |
| **Lower Middle Quartile:** | **Men 46.5% Women 53.5%** |
| **Upper Middle Quartile:** | **Men 27.9% Women 72.1%** |
| **Upper Quartile:** | **Men 43.2% Women 56.8%** |

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| **Biggin Hill Primary School** |
| **Gender Pay Gap Summary** |
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| **Hourly Summary** |
| **Mean gender pay gap in hourly pay** | **42.77%** |
| **Median gender pay gap in hourly pay** | **60.88%** |
| **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 0.0%  Women 100%** |
| **Upper Middle Quartile:** | **Men 13.33% Women 86.67%** |
| **Upper Quartile:** | **Men 13.33%  Women 86.67%** |

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 is 21.2% which is slightly above the national average and below the national average for schools, the median figure for Biggin Hill Primary School is 42.77% which is significantly higher than the national average. The exact reasons behind this pay gap, as calculated, will be investigated further and any action necessary to remedy will be considered fully.

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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