



Cuckoo Hall Academies Trust

Gender Pay Gap Reporting – 2018/19

The difference in the mean hourly rate of pay between male and female full pay relevant employees was 19.50% (2017/18 - 26.59%).

The difference in median hourly rate of pay between male and female full pay relevant employees was 13.76% (2017/18 - 22.36%).

The proportion of male and female full pay relevant employees in each of the four quartile pay bands was:

	Male	Female
Upper Quartile	30.23%	69.77%
Upper Middle Quartile	12.79%	87.21%
Lower Middle Quartile	24.14%	75.86%
Lower Quartile	12.79%	87.21%

No member of staff was paid a bonus during the year ended 31st March 2019.

The workforce at CHAT is predominately made up of female employees, the breakdown for the reporting period at CHAT is:

Gender	Percentage
Female	80.00%
Male	20.00%

CHAT is a diverse employer representing the local community it operates in. CHAT are committed to reducing the Gender Pay Gap. The difference in mean hourly rate of pay has reduced from 26.59% in 2017/18 to 19.50% in 2018/19.

As a Trust CHAT seeks to promote and reward staff based on performance and irrespective of gender. This is evidenced by the number of female staff in senior positions within the Federation.

	Male	Female
Central Leadership Team	1	2
Head Teachers	2	2
Deputy Head Teachers	1	6
Heads of Service	3	3

CHAT is made up of four primary academies and one secondary academy. In line with most education organisations, female staff make up the majority of the primary school workforce at CHAT.

A significant number of female staff across CHAT work in school support roles, such as business admin, teaching assistant roles and in the cleaning and catering workforce which mainly positioned in the third and fourth quartiles.

All staff at CHAT are paid in accordance with the CHAT Pay Policy, on the teaching or support staff pay scale, which is reviewed annually and is published and available to all staff.