

# Chorus Education Trust

## Gender Pay Gap Report – March 2020

**Snap Shot Date:** 31<sup>st</sup> March 2020



## Introduction

The trust gender pay gap report shows the difference in the average earnings between men and women. It is the difference between the hourly rates of pay of full pay on a mean (average) and median (middle) basis. Gender pay is not the same as equal pay reporting. We are an equal pay employer and ensure our pay is fair at every level.

## Difference in mean & median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	12.6%	24.0%

## Difference in mean & median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Currently not applicable	Currently not applicable

No bonus payments were made.

## Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Currently not applicable
Female employees (% paid a bonus compared to all female employees)	Currently not applicable

## Proportion of male and female employees according to quartile pay bands

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	25.6%	23.0%	29.9%	41.4%
Female (% females to all employees in each quartile)	74.4%	77.0%	70.1%	58.6%

## Supporting Narrative

Chorus Education Trust is required by law to publish an annual gender pay gap report and operates within the education sector.

The structure of the company in this reports is as follows:-

- Chorus Education Trust

As at the data capture point the Trust comprised of 3 Secondary Schools, including a Teaching School, with a female workforce comprising of 70% of all employees. The workforce has predominantly joined under the TUPE process.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

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
- Work of equal value.

Chorus Education Trust 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any of the above characteristics).

Chorus Education Trust maintains nationally recognised pay scales for teachers and support staff and evaluates job roles and pay grades as necessary to ensure a fair structure. Chorus Education Trust is 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 Trust and the salaries that these roles attract.