



Cuckoo Hall Academies Trust

Gender Pay Gap Reporting - 2017/18

The difference in the mean hourly rate of pay between male and female full pay relevant employees was 26.59%.

The difference in median hourly rate of pay between male and female full pay relevant employees was 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 | 35.80% | 64.20% |
| Upper Middle Quartile | 17.28% | 82.72% |
| Lower Middle Quartile | 23.46% | 76.54% |
| Lower Quartile | 11.11% | 88.89% |

No member of staff was paid a bonus during the year ended 31st March 2018.

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

| Gender | Percentage |
|--------|------------|
| Female | 78.53% |
| Male | 21.47% |

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.

CHAT is a diverse employer representing the local community it operates in. CHAT are committed to reducing the Gender Pay Gap and intend to publish the next Gender Pay Gap report early to demonstrate the reduction in the percentage difference between pay for male and females.