



## Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

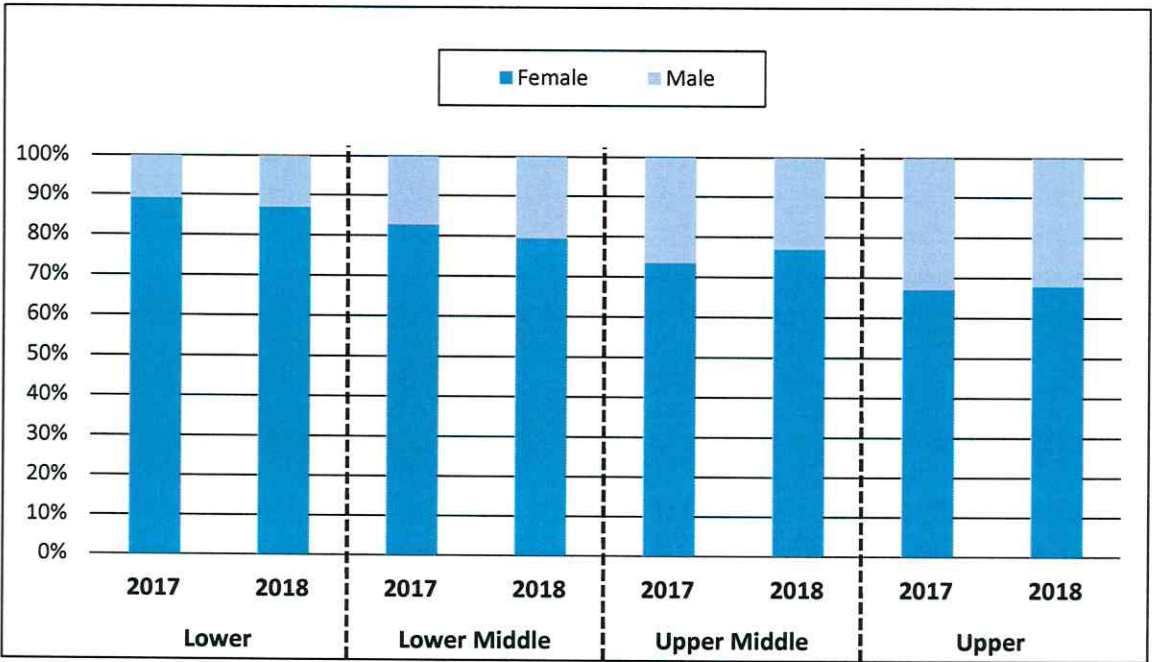
We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31 March.

### Carmel Education Trust's Gender Pay Gap data as at 31 March 2018 is:-

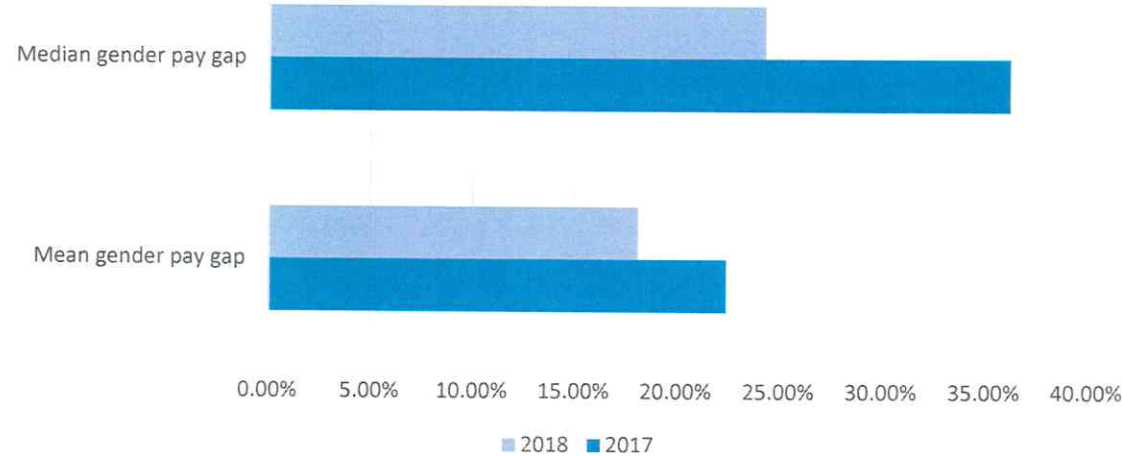
The mean gender pay gap	18.1%	
The median gender pay gap	24.3%	
The mean bonus gender pay gap	n/a	
The median bonus gender pay gap	n/a	
The proportion of males and females receiving a bonus payment	n/a	
<b>The proportion of males and females in each quartile band</b>		
	<b>Female</b>	<b>Male</b>
Lower Quartile Band	86.9%	13.1%
Lower Middle Quartile Band	79.4%	20.6%
Upper Middle Quartile Band	76.9%	23.1%
Upper Quartile Band	67.7%	32.3%



Two year comparison for the proportion of males and females in each quartile band



Two year comparison of median and mean gender pay gap



Our data shows that within Carmel Education Trust there is a higher proportion of women in all quartiles. In the lower and lower middle quartiles in 2018 the proportion of men increased compared to 2017 in the upper middle and upper quartiles in 2018 the proportion of females increased compared to 2017.

Overall the mean gender pay gap has reduced from 22.4% in 2017 to 18.1% in 2018 and the median gender pay gap has reduced from 36.2% in 2017 to 24.3% in 2018

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and make-up. The majority of staff are in the lower pay quartiles which have traditionally been over represented by females in occupations including cleaning, catering, lunchtime supervision, administration and education support staff.

Carmel Education Trust has structured Pay Scales that correspond to School Teachers Pay & Conditions and Local Authority Pay Scales and are not gender specific. We are committed to promoting equality and we aim to recruit an appropriately qualified workforce that is representative of all sectors of the community. In April 2019 our new support staff pay spine will commence at £9.36 per hour and moves us away from being a minimum wage employer.

Carmel Education Trust supports staff in a number of ways including:-

- Training for all staff
- Equality of opportunity
- Commitment to professional development and career progression
- Encouraging diversity in roles that are under represented.
- Developing Family friendly policies

We believe that the overall gender pay gap reflects workforce composition rather than pay inequalities. Through our Equality Objectives we will seek, wherever possible, to encourage participation and recruitment to under represented roles.



M Regan OBE DL  
**Chief Executive Officer & Accounting Officer**