



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.

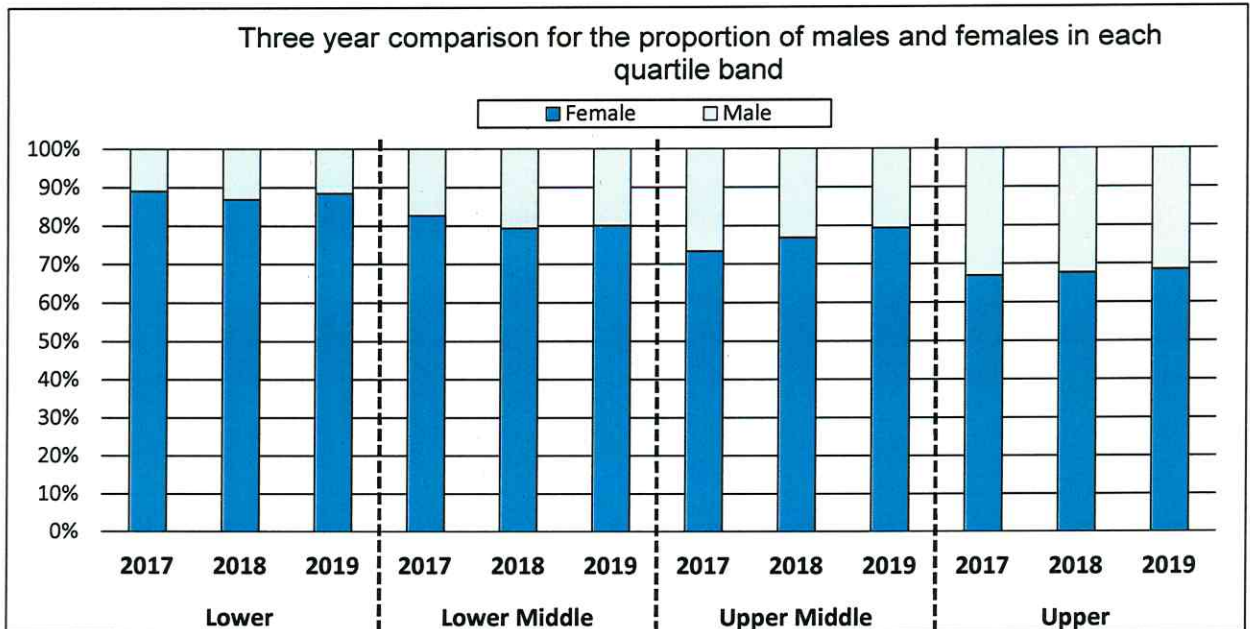
We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31 March.

Carmel Education Trust's Gender Pay Gap data as at 31 March 2019 is:-

| | | |
|--|---------------|-------------|
| The mean gender pay gap | 18.2% | |
| The median gender pay gap | 30.9% | |
| 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 | |
| The proportion of males and females in each quartile band | | |
| | Female | Male |
| Lower | 88.5% | 11.5% |
| Lower Middle | 80.1% | 19.9% |
| Upper Middle | 79.4% | 20.6% |
| Upper | 68.5% | 31.5% |

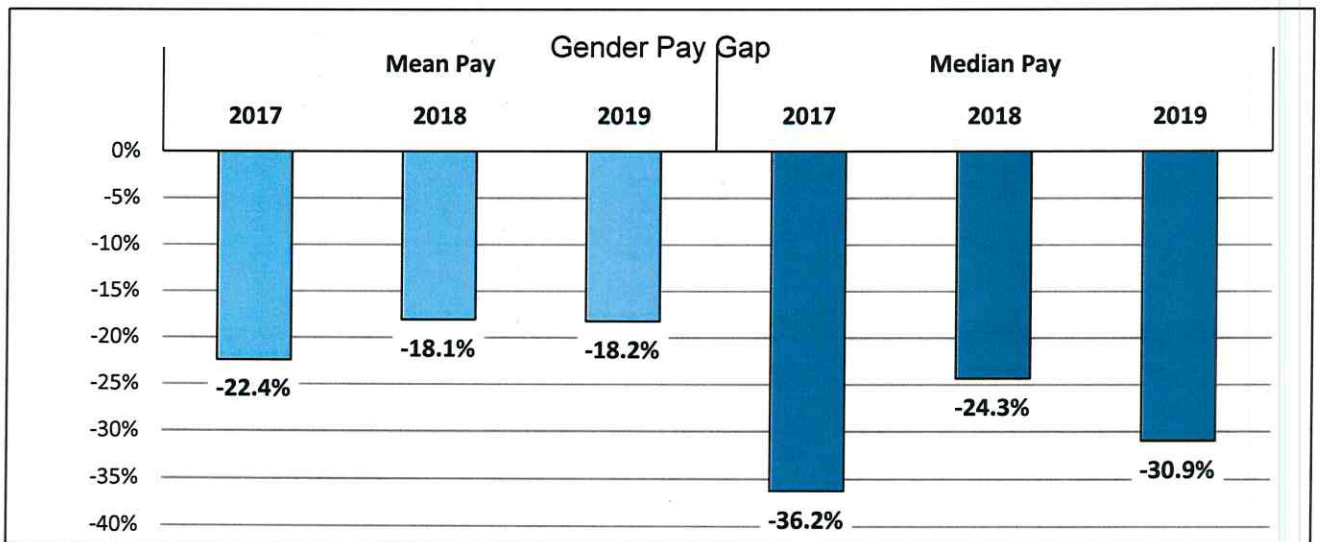
The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well paid jobs within an organisation than men, then there is a gender pay gap.

The following additional data is provided for information and comparison purposes:-

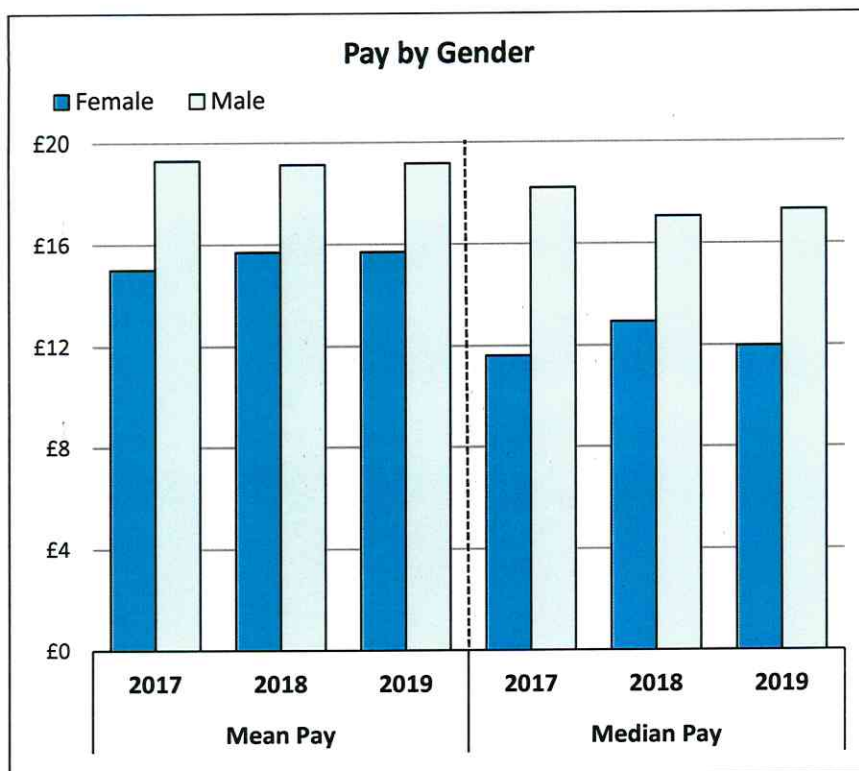


Our data shows that within Carmel Education Trust in all quartiles there is a higher proportion of women, and the proportion is rising.

During the period (April 2018 – March 2019), three primary schools joined the Trust with a staffing profile favouring women in all quartiles.



Overall the mean gender pay gap has increased marginally from 18.1% in 2018 to 18.2% in 2019 and the median gender pay gap has increased from 24.3% in 2018 to 30.9% 2019.



The mean and medium pay of females for 2017, 2018 and 2019 is less than males.

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.

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**