



## Gender Pay Gap Report - 2023

Chester Diocesan Academies Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Academies are listed within Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 therefore we follow the guidance for public authority employers.

### What is the gender pay gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. This is expressed as a percentage of men's earnings. The gender pay gap can be calculated across a whole workforce, but also for subgroups. For example, based on age or work patterns like part-time work. This helps to understand if certain subgroups are affected more than others.

From 2017, any employer who has a headcount of 250 or more on their '[snapshot date](#)' must comply with regulations on gender pay gap reporting. This requires employers to annually report and publish specific figures about their gender pay gap.

Employers that are required to report and publish their gender pay gap information must:

- report and publish their gender pay gap information within a year following their '[snapshot date](#)'. This applies for each year that employers have a headcount of 250 or more on their snapshot date
- report their gender pay gap information to the government online, using [the Gender pay gap service](#)
- publish their gender pay gap information in a prominent place on their employer's public-facing website

On 31<sup>st</sup> March 2023 Chester Diocesan Academies Trust had a headcount of 393 employees, exceeding the 250-headcount threshold for reporting.

We are required to publish the results on our own website and on <https://gender-pay-gap.service.gov.uk/> where results from other organisations may also be seen.

We are required to make calculations based on colleague gender and their pay during the reporting period. We use our existing payroll records and follow the approach to reporting set out in the relevant guidance.

We believe that male and female colleagues are paid equally for equivalent roles across the trust. We use pay scales based on the School Teachers Pay & Conditions Document (STPCD) for teachers and academy-based leaders. Support staff are paid on pay scales set by the National Joint Council (NJC). Each academy currently follows the job evaluation and grading structure adopted from the Local Authority (LA) at the point of TUPE transfer into the Trust.

## Pay and bonus gap

On the snapshot date of 31<sup>st</sup> March 2023 there were 372 full-pay relevant employees of which 9.95% were men and 90.5% were women.

### 2023-03-31

Overall, the women's hourly rate was

18.5% lower (mean) than men

7.09% lower (median) than men

## Pay quartiles

How many men and women are in each quarter of the Trust's payroll?

	Men	Women
Top quartile	12.9%	87.1%
Upper middle quartile	7.53%	92.47%
Lower middle quartile	17.2%	82.8%
Lower quartile	2.15%	97.85%

### 2022-03-31 for comparison

Overall, the women's hourly rate was

12% lower (mean) than men

0.5% lower (median) than men

	Men	Women
Top quartile	12%	88%
Upper middle quartile	11%	89%
Lower middle quartile	15%	85%
Lower quartile	5%	95%

**Who received bonus pay?**

0% of men

0% of women

**Difference in bonus pay?**

No bonuses were paid, so there is no difference in bonus pay.