

The Cardinal Hume Academies Trust

Gender Pay Gap

The mean gender pay gap	12.1%
The median gender pay gap	9.7%
The mean bonus gender pay gap	66.3%
The median bonus gender pay gap	-1.2%
Proportion of male receiving bonus	3.1%
Proportion of female receiving bonus	0.8%

Proportion of male and female in each quartile pay band:

	% Male	% Female
1st Quartile	35	65
2nd Quartile	38	62
3rd Quartile	43	57
4th Quartile	46	54

I can confirm that the information above has been prepared from March 2018 payroll data and fairly represents the Gender Pay Gap information for the Cardinal Hume Academies Trust, E&OE.

Chief Accounting Officer - Melanie Barker

The Cardinal Hume Academies Trust is an equal opportunity employer and committed to diverse and inclusive workplaces. We therefore welcome the greater transparency that gender pay gap reporting promotes.

We note that our median gender pay gap at 9.7% is in line with the national figure and is less than the average median pay gap nationally in other schools and colleges. However, we are not complacent and are examining what we need to do in order to close it further and eliminate bias from any recruitment and/or payment practices.

The reasons for the gender pay gap both nationally and in education are well-rehearsed. The main reason for our gap is the greater likelihood of a male teacher securing promotion, and because the most senior positions in the organisation are occupied by men.

Although this is changing, the 'ladder' structure of teacher pay maintains the gender pay gap for some years, going forwards. Bonus payments are performance related and almost all relate to those at the most senior levels of the organisation.

CEO: Martin Tissot

March 2019