

# Gender pay gap report

The gender pay gap as correctly calculated under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 was as follows, using a snapshot date of 5<sup>th</sup> April 2019:

- Mean gender pay gap 32%
- Median gender pay gap 59%
- Mean bonus gender pay gap n/a
- Median bonus gender pay gap n/a
- Proportion of males receiving a bonus payment n/a
- Proportion of females receiving a bonus payment n/a
- Proportion of males and females in each quartile pay band:

	Lowest	Lower middle	Upper middle	Upper
Proportion of male employees in each quartile	7%	10%	22%	28%
Proportion of female employees in each quartile	93%	90%	78%	72%

Cavendish Learning Trust employs staff on standard pay scales. Our Equal Opportunities Policy (which is available on the CLT website) makes it clear that the Trust is committed to promoting equality in all areas of its operations. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

As at 5<sup>th</sup> April 2019, 83% of our staff were female. However there is a tendency for roles which are paid below the average hourly rate to be filled by female employees, especially for cleaning staff, Midday Supervisors and Teaching Assistants. Teachers tend to be paid the highest hourly salary: 27% of teachers are male compared to 17% of the total workforce. Therefore there is a greater proportion of male staff paid at higher hourly rates which is demonstrated within the figures above. Many of the lower paid roles are term time only and/or part time roles, and our experience is that these roles tend to attract a higher proportion of female applicants.

The Trust does not pay bonuses to staff.

Report approved by

D Williams  
Chief Executive Officer

The Equal Opportunities Policy of CLT can be found at

<https://www.clt.org.uk/page/?title=human+resources&pid=98>