

# The Cardinal Hume Academies Trust

## *Gender Pay Gap*

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The mean gender pay gap	12.2%
The median gender pay gap	12.3%
The mean bonus gender pay gap	61.5%
The median bonus gender pay gap	28.5%
Proportion of male receiving bonus	3.8%
Proportion of female receiving bonus	1.3%

### *Proportion of male and female in each quartile pay band:*

	% Male	% Female
1 <sup>st</sup> Quartile	31	69
2 <sup>nd</sup> Quartile	39	61
3 <sup>rd</sup> Quartile	46	54
4 <sup>th</sup> Quartile	45	55

*I can confirm that the information above has been prepared from March 2017 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 12.3% 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***