

Gender Pay Gap Report 2018

The Chalfonts Community College as an employer is 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 April 5th 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. **The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **34.7%**.

This shows that, overall, female employees receive lower pay than male employees.

2. **The Median Gender Pay Gap** – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **57.9%**.

This shows that, typically, female employees receive lower pay than male employees.

3. **The Mean Bonus Gender Pay Gap** – This indicator is not applicable in The Chalfonts Community College

4. **The Median Bonus Gender Pay Gap** – This indicator is not applicable in The Chalfonts Community College

5. **The proportion of males and females receiving a bonus payment** – This indicator is not applicable in The Chalfonts Community College

6. The proportion of males and females in each quartile pay band:

Lower Pay Band Quartile Male Employees: **19.1%** Female Employees: **80.9%**

Lower Middle Pay Band Quartile Male Employees: **10.6%** Female Employees: **89.4%**

Upper Middle Pay Band Quartile Male Employees: **29.8%** Female Employees: **70.2%**

Upper Pay Band Quartile Male Employees: **52.2%** Female Employees: **47.8%**

Supporting Statement and Narrative

The Chalfonts Community College operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The academy recruits on a gender neutral basis and in particular for those roles that are considered gender biased.

The majority of roles in the academy are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. Whilst this will impact on the average hourly rate, it is a factor that influences the decision of applicants and the continuation of employment from staff.

Whilst understanding that these issues face all companies and the education sector in particular, The Chalfonts Community College recognises its responsibilities and will continue to:

- encourage male employees to apply for support roles, and ensure that they are not discouraged in their applications
- ensure all job roles are advertised to eliminate any potential for gender bias and to provide opportunities for female employees to progress through the grades.

Mr P Merrison
Business Manager

The Chalfonts Community College
5th March 2018

Notes

1. The, mean or median, average salaries were calculated using an hourly rate of pay, which is calculated with a pay factor. This pay factor will reduce the actual salary compared to that of a Full- Time Equivalent (FTE) contract by the number of weeks paid (including holiday entitlement) per year and the number of hours worked per week compared to FTE.