

*'...those who hope in the LORD will renew their strength.
They will soar on wings like eagles; they will run and not grow weary,
they will walk and not be faint.' Isaiah 40:31*

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Gender Pay Gap Reporting

The Diocese of Canterbury Academies Trust (Aquila) 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; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 31st 2019.

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 challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The results of the statutory calculations are:

Difference between mean & median hourly rate of pay that female and Male full pay relevant employees receive is -

	Difference in Mean Hourly Pay	Difference in Median Hourly Pay
Pay Gap % difference male to female	18.46%	30.86%

	Difference in Mean Bonus Pay	Difference in Median Bonus Pay
Pay Gap % difference male to female	0%	0%

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Proportion of males and females receiving a bonus payment – 0%

Proportion of males and females in each pay quartile

	Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male (% Males to all employees in each quartile)	16.4%	15.5%	11.8%	3.6%
Female (% Females to all employees in each quartile)	83.6%	84.5%	88.2%	96.4%

Supporting Statement:

The Diocese of Canterbury Academies Trust (Aquila) is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The overall pay gap reflects workforce composition rather than pay inequalities.

Declaration:

I confirm the above information has been prepared from our payroll data on the snapshot date 31st March 2019.

Mrs Annie Wiles:

A handwritten signature in black ink, appearing to read 'A Wiles', is written over a white rectangular box.

Date: 5th March 2020

Chief Executive Officer

Registered Company No: 9035788