

**GENDER PAY GAP REPORT  
MARCH 2022**

The Champion Education Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap
  - a. The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is -8.40%
  
2. Median Pay Gap
  - a. The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 0.27%
  
3. Mean Bonus Gap
  - a. No employees received a bonus during the period 6 April 2021 to 5 April 2022.
  
4. The proportion of males and females receiving a Bonus Payment
  - a. No employees received a bonus during the period 6 April 2021 to 5 April 2022.
  
5. The proportion of males and females in each Quartile Pay Band are as follows:

| Quartile     | Male  | Female |
|--------------|-------|--------|
| Upper        | 12.5% | 87.5%  |
| Upper-middle | 36%   | 64%    |
| Lower-middle | 12%   | 88%    |
| Lower        | 36%   | 64%    |

### Supporting Statement

Champion Education Trust 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 in the lower pay quartiles of the workforce is predominately female therefore the gap between the average female hourly rate of pay and the average male hourly rate of pay is significantly affected.

Champion Education Trust supports our staff with a number of family friendly provisions such as part time working, which our predominantly female employees, including senior leaders, choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Champion Education Trust.

Signed:



Mr D. Alistair Ray