



# GENDER PAY GAP REPORT 2017

## Our organisation

Chailey Heritage Foundation is a Sussex-based charity providing a range of education and care services for children and young people with complex physical disabilities and high health needs.

The charity was established in 1903 to educate children with physical disabilities and was a pioneer in the education, medical treatment and care of those with conditions such as tuberculosis, rickets, polio and those affected by the drug 'Thalidomide'. We have now built a national reputation for our work with children and young people with neurological motor impairments, such as cerebral palsy and for our work in communication and developing independence through powered mobility.

Our aim is to provide a stimulating and inclusive environment where all young people are given every opportunity to make progress towards fulfilment and develop life skills in preparation for adulthood.

Our people, whether working "hands-on" or in supporting functions, are determined to transform the lives of our children and young people and as an organisation we are committed to ensuring equality in the workplace, regardless of an individual's gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

## Summary of Gender Pay Gap as at April 2017

Chailey Heritage Foundation is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 5 April 2017.

Chailey Heritage Foundation does not pay bonuses, therefore no bonus data is included in this report.

The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Gender Pay Data (Mean/Median):

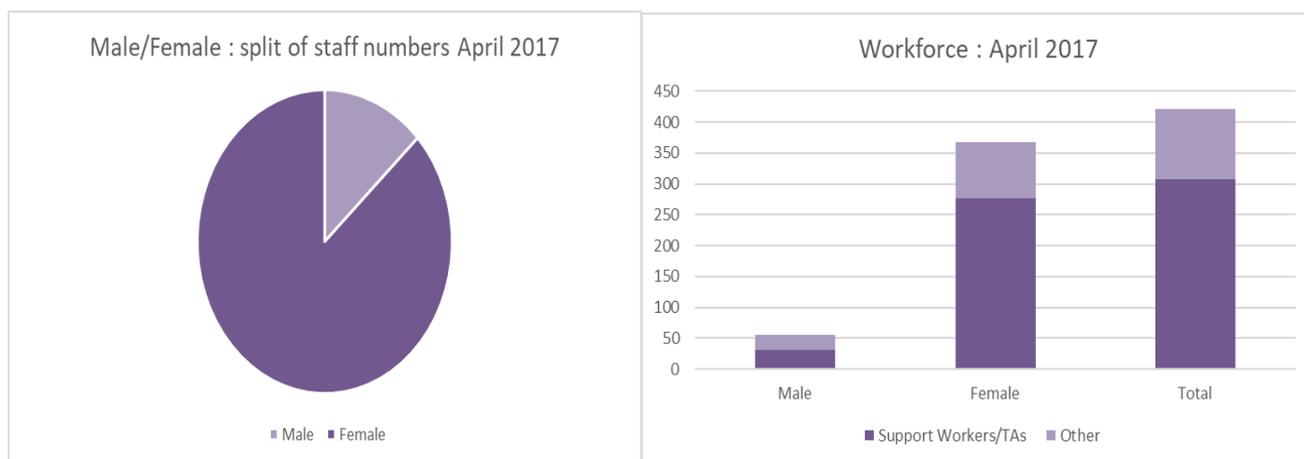
Gross Hourly Rate of Pay	Male	Female	Difference
Mean	£ 12.55	£ 11.10	13%
Median	£ 10.04	£ 9.96	0%

## Understanding Our Gender Pay Gap

### Our workforce in April 2017

As at 5 April 2017 our workforce totalled 422. This number included 170 Social Care Support Workers (of which 16.47% were male and 83.53% were female) and 138 Teaching or Lunchtime Assistants (of which 2.17% were male and 97.83% were female). These numbers included workers who support us on an ad-hoc, sessional basis ("bank workers").

The following charts show the breakdown of our staff as at April 2017:



This shows that 73% of our staff are support workers either in school or in care services. Nationally, roles in these sectors have attracted lower salaries than some other areas. Our workforce, particularly amongst Teaching/Lunchtime Assistants in the school and Support Workers in our residential bungalows, is predominantly female (87% in April 2017). This is not unusual in the care sector, which tends to attract female workers and in the voluntary sector more generally where an average of 65% is female.

An increase in the number of men employed in support roles would be one of the most effective ways of reducing the pay gap. We have been keen to attract male employees because it benefits the young people to see and interact with a diverse group; there is no significant difference in gender in the children and young people we support. We consider that our family friendly policies and commitment to equal opportunities support this initiative and and we have been pleased at the increase in recent years in the number of men now working as support workers.

### Gender Pay Data (Quartiles):

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £8.56	9.43%	91.57%
£8.57 to £9.96	13.21%	86.79%
£9.97 to £10.67	10.38%	89.62%
£10.68 to £42.66	19.23%	80.77%

This analysis shows that female employees – for the reasons explained above – form the overwhelming majority of the employees in the lowest quartile. In the top quartile, there are twice as many men as in the bottom quartile.

### Part Time and Sessional Roles

One driver of the gender pay gap within the charity is that part time or sessional roles are more likely to be occupied by women. Higher paid roles are more likely to be full time and this leads to a clear relationship between part time or sessional work and lower paid roles. If sessional workers are not included in the calculation, the gender pay gap falls to 9%

### Middle and Senior Leadership Roles

Our Executive team is 67% female, 33% male. As the male population of the overall workforce is only 13% even a few male employees at the senior levels can therefore have a significant impact on how our gender pay gap data appears. So, although the majority of the executive team is female (67%) and so reflects the wider workforce, the increase in number of males in comparatively higher earning roles indicates an increase in our overall gender pay gap. This is therefore an area to be aware of as part of our existing equality focus in the future.

As an organisation we are keen to support staff to progress their careers though both further specialist qualifications and coaching / mentoring. Taking middle managers and senior managers together, 81% are female and include a significant number who have progressed through the organisation to leadership roles. This group equates to the Upper Quartile above.

### **Promoting Equal Opportunities**

As an organisation, Chailey Heritage Foundation is committed to equal opportunities for all. We believe in appointing the best candidates into our roles and have a clear policy of paying employees equally for the same or equivalent work, regardless of their gender or other factors covered by the Equality Act 2010. As such, we carry out pay and benefits assessment and evaluate job roles and pay grades as necessary to ensure a fair structure. We are committed to ensuring that there is no gender bias when setting salaries.

### **Conclusion**

Chailey Heritage Foundation is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## **Taking Action**

### **Improving our understanding of gender pay inequalities**

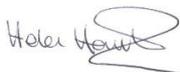
In the coming year, Chailey Heritage Foundation is committed to creating an evidence base, to better understand:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women applying for and obtaining promotions;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
- the proportions of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

We will use this data to inform our priorities for action and reduce barriers to gender equality.

### **Promoting equal gender opportunities**

- We have recently introduced a new Equality & Diversity Policy to complement our Code of Conduct, along with training to all staff as part of their induction into the Foundation.
- We have a range of family friendly policies offering enhanced maternity, adoption and shared parental pay over and above the requirements of the law, put in place to encourage our employees to build their careers alongside other roles in life.
- In addition we are reviewing our benefits package, with a view to re-launching some existing benefits such as childcare vouchers, as well as considering benefits which may appeal to a wider range of employees
- We will develop our initiative to attract more male workers to take up support roles.
- We will consider how we can continue to support female middle and senior leaders to progress their careers and how to encourage women in the wider workforce to develop their skills and achieve their aspirations.



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SIGNED: Helen Hewitt, Chief Executive