



GENDER PAY GAP REPORT 2020

Our organisation

Chailey Heritage Foundation provides a range of education and care services for children and young people with complex physical disabilities and high health needs. Set in rural Sussex, we primarily serve families from across the South East of England.

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 later, those affected by the drug 'Thalidomide'. We have 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 we aim to remove the barriers to learning resulting from their condition so that all young people are given every opportunity to make progress and develop life skills in preparation for adulthood.

Our workforce, 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 2020

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 2020.

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	£13.91	£11.75	18.38%
Median	£10.28	£10.28	0%

Since calculating our 2019 data (not reported due to the COVID-19 pandemic) the mean salary figure for males has decreased (from £14.07 to £13.91 per hour). The mean figure for females has also decreased (from £11.92 to £11.75 per hour). This small decrease can be attributed to the recruitment of new staff at the lower end of our pay scale. The percentage difference between these rates is now 18.38%. The male population of the overall workforce has increased slightly from 13% to 13.55% but this still means that even a few male employees at the senior levels can have a significant impact on how our gender pay gap data appears. Although the majority (66.7%) of the executive team is female, any increase in number of males in comparatively higher earning roles considerably affects our overall gender pay gap.

The median figures for men and women has remained the same, at £10.28, since our 2019 calculation.

Gender Pay Data (Quartiles):

Quartiles (Gross Hourly Rate of Pay)	Male	Female
£0.00 to £9.38	5.74%	94.26%
£9.39 to £10.28	9.92%	90.08%
£10.29 to £11.26	18.85%	81.15%
£11.27 to £66.03	19.67%	80.33%

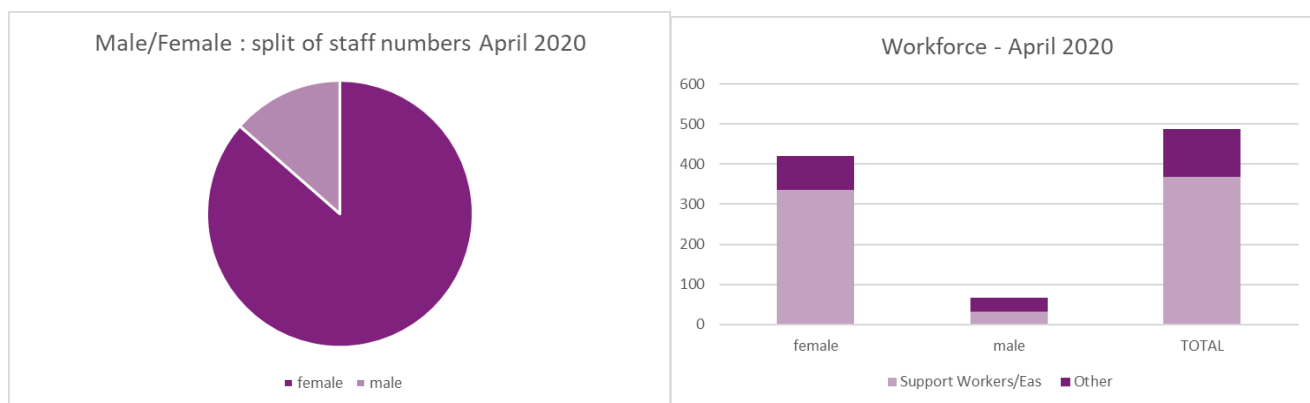
Since the previous report, more female employees form the majority of the employees in the lowest quartile, at the same time females in the upper quartile increased from 73.17% to 80.33%. This can be attributed to the fact that out of 7 promotions in the year, 6 were female.

Understanding Our Gender Pay Gap

Our workforce in April 2020

As at 5 April 2020 our workforce totalled 487. This number included 197 Social Care Support Workers (of which 13.2% were male and 86.8% were female) and 166 Teaching or Lunchtime Assistants (of which 4.2% were male and 95.8 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 2020:



71.3% of our staff are support workers either in school or in care services. Nationally, roles in these sectors continue to offer 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 (86.82% in April 2020). 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.

Improving our understanding of gender pay inequalities

When we reported in 2018, we committed to creating an evidence base to better understand any gender pay inequalities. This data, for the period 1 May 2019 to 30 April 2020, is detailed below.

Proportion of Male / Female Applications

Applications from Males	Applications from Females
17%	83%

Proportion of Males / Females recruited

Total Recruited	Males Recruited	Females Recruited
152	17 (11.1%)	135 (88.9%)

This data shows that we are still receiving significantly more applications from women than from men, inevitably leading to the recruitment of more female staff. 73% of our staff are employed as teaching assistants or support workers - roles that tend to attract more women than men with care worker roles still being seen, in general, as primarily for female workers. For care support workers, our workforce is over 86% female, while Teaching Assistants are even more likely to be women, attracted by the term time only work and the shorter working day to fit in with their caring responsibilities at home.

Proportion of Males / Females obtaining promotions

Total Promotions	Males Promoted	Females Promoted
7	14.3%	85.7%

We have had 2 more internal promotions in the year to April 2020 than in the previous two years, and of these, female promotions increased by 5.7%.

Proportion of Males / Females in senior roles

Senior Leadership Team	Males	Females
9	3 (33.3%)	6 (66.7%)
All Managerial Roles		
41	11 (26.8%)	30 (73.2%)

Since our last report, the senior leadership team has increased in size by one and this has increased the female percentage to 66.7% (from 57.14%). Having women in senior roles is to be celebrated, however as the male population of the overall workforce is only 13.55% even a few male employees at the senior levels can have a significant impact on how our gender pay gap data appears. Although the majority of the executive team is female, the increase in number of males in comparatively higher earning roles considerably affects our overall gender pay gap.

Our managerial numbers have also increased (by 8). The number of male managers only increased by one and therefore the percentage of female managers has increased from 66.67% to 73.2% since our last report was published. This has resulted in the number of females in the upper quartile increasing from 73.17% to 80.33%.

In the period in question, of the 7 internal promotions 85.7% were achieved by women, and 7 out of 8 external managerial vacancies have also been filled by women.

Proportion of Males / Females leaving CHF

Total Leavers	Males Leaving	Females Leaving
104	8 (7.7%)	96 (92.3%)

The percentage of male and female leavers during the period in question remains virtually identical to the numbers in our last report. Of the 8 male leavers, half were in care roles, whilst of those joining, 7 out of the 13 males were in care roles. This shows a slight improvement in our ability to attract more males to our care roles, which brings great benefits to the young people; it is helpful for them to interact with a diverse group of carers and educators.

Proportion of Males / Females in each pay band

Lower pay band	Males	Females
345	41 (11.88%)	304 (88.12%)
Middle pay band	Males	Females
118	20 (16.95%)	98 (83.05%)
Upper pay band	Males	Females
24	5 (20.83%)	19 (79.17%)

Proportion of Males / Females returning from a period of parental leave

	Returned to same role	Did not return	Returned to different role	Still in post after one year
Female	80%	13.3%	6.7%	100%
Male	100%			100%

Women are less likely to return from a period of parental leave (usually maternity leave) than men, and our figures support this. As we run a 24/7 service we often have a variety of family friendly roles available (such as switching from day to night or weekend shifts in our residential bungalows) and our data shows that 6.7% of our female returners have requested a different role to the one they carried out prior to their period of parental leave. We are always happy to discuss changes in roles to retain our highly trained and skilled workforce.

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 pleased that the mean gender pay gap has reduced significantly since April 2018 and has been 0% for the past two reports. The median does continue to increase has however and we believe this is due to the fact that we still continue to recruit more women than men to our roles. We remain confident that our gender pay gap does not stem from paying

men and women differently for the same or equivalent work but remains the result of the roles in which men and women work within the organisation and the salaries that these roles attract, although our work to recruit male support workers does continue to show some success. While the structural aspects of the gendered nature of the industry we work in continues to challenge us in narrowing our gender pay gap, we are committed to working towards this goal, whilst building our organisation as an inclusive, fair and empowering workplace.

Taking Action

Since our last report we have:

- Continued to build on our benefits offering and ensured that our family-friendly policies remain competitive. We have continued to offer flexible working opportunities (subject to departmental requirements/management approval) and childcare support in order that prospective employees are aware of our commitment to encouraging our employees to build their careers alongside other roles in life. COVID-19 has brought a new set of challenges; many of our staff cannot work from home but those who can have adapted to doing so, usually on a rota system among their teams, during the pandemic and our intention is to continue this way of working into the future.

We are offering this diverse range of benefits in order to provide as much choice as possible to give our current and prospective employees a wide range of benefits to choose from to suit their personal circumstances. We review our benefits offering on a regular basis to ensure we are offering access to as wide a choice as possible.

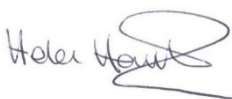
- Supported female middle and senior leaders to progress their careers and encourage women in the wider workforce to develop their skills and achieve their aspirations, with 85.7% of those promoted during the year being female.
- Analysed our exit data, which indicates that pay is not a significant factor in why any of our employees leave, as shown below.

	1.4.19 – 31.3.20		
	Total voluntary leavers	Pay related	% of leavers due to of pay
Female	96	4	4.17%
Male	9	0	0.00%

- Continued to seek to attract more male workers to take up support roles; in the period 6.4.18 – 5.4.19 (our last published report) 83.3% of male recruits were in non-managerial roles, this has increased to 92.5% for the period 6.4.19 – 5.4.20. Of the managerial roles recruited for, in the period 6.4.18 – 5.4.19 33.33% were filled by males whilst in the period 6.4.19– 5.4.20 this had decreased to 25%.

We are committed to:

- Working to counteract unconscious bias and ensuring awareness of it. We have trained senior managers in this and work hard to instill our value of “belonging” into our workforce.
- Continuing to try to attract more male workers to take up support roles.
- Continuing to try to attract more females to higher, managerial roles and to support our current female workforce to progress their careers.



SIGNED: Helen Hewitt, Chief Executive